



Girl Guides
Singapore

GG5 BUILDING FUND - DONORS OFFICE-BEARERS

**HER POWER,
HER FUTURE**

Annual Report 2025

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OUR VISION

All Girls Are Valued And Take Action To Change The World.

OUR MISSION

To Enable Girls And Young Women To Develop Their Fullest Potential As Responsible Citizens Of The World.

THE GUIDE MOTTO

Be Prepared

THE GUIDE PROMISE

I Promise To Do My Best;
To Do My Duty To God,
To Serve My Country And
Help Other People And
To Keep The Guide Law.

THE GUIDE LAW

- A Guide Is Loyal And Can Be Trusted.
- A Guide Is Useful And Helps Others.
- A Guide Is Polite, Considerate And Respects Her Elders.
- A Guide Is Friendly And A Sister To All Guides.
- A Guide Is Kind To All Living Things.
- A Guide Is Obedient.
- A Guide Has Courage And Is Cheerful In All Difficulties.
- A Guide Takes Care Of Her Own Possessions And Those Of Other People.
- A Guide Is Thrifty And Diligent.
- A Guide Is Self-Disciplined In What She Thinks, Says And Does.



PRESIDENT'S MESSAGE

2025 was a year we truly lived our theme: Her Power, Her Future. Across our 7,359-strong movement, we saw girls learning to be confident, to be brave, and to do good in the world.

GIRL-LED & FLOURISHING

A defining moment this year was the fully girl-led World Thinking Day. For the first time, six 17-year-old young leaders, recipients of the 2023 President's Guide Award, took on the monumental task of running this flagship event.

To see how far we've come, I recall the first year we produced the president's video message in 2020. Previously, World Thinking Day Messages were delivered speeches read out during school assemblies, but during the pandemic, we were given the choice to deliver it in a video format.

Back then, it was me writing the script, directing and helping the girls on how to deliver the speech in an engaging manner with just one videographer filming two girls, then later growing into a handful of girls. Fast forward to this year, we had a whole crew of lighting experts, camera operators, storyboard reviewers, and hundreds of girls participating in the video! All this was planned and managed by the six young ladies.

MAKING THE WORLD A BETTER PLACE

At the heart of our programmes is a simple belief: when we equip girls with the right skills and values, they can create meaningful change.

This year, we strengthened our focus on STEM, opening doors for girls to explore new possibilities and challenge stereotypes. Through international experiences such as GIRL Adventure, our girls explored the world outside of theirs. We also made guiding more accessible and engaging with our community guiding units.

We see this positivity ripples out. From organising a sustainability-themed festival, to designing a programme for students with special needs, our girls have made an incredible difference.

HER POWER, HER FUTURE

Moving forward, we are steadfast in creating more opportunities for girls to lead, grow, and discover what they are capable of.

We also honour the legacy that guides us. The passing of Puan Noor Aishah, the first Asian President of our Association, reminds us of the enduring impact of this movement, the richness of our membership, and the embodiment of service to others.

My heartfelt thanks to our volunteers, partners, donors, and the entire Guiding community for your unwavering support.

Together, we build her power.
Together, we shape her future.

Dr Seetha Subbiah

President, Girl Guides Singapore



CHIEF COMMISSIONER'S REPORT

This has been a year of strong execution and meaningful progress for Girl Guides Singapore, as we translated *Her Power, Her Future* into impactful programmes across our Movement.

GROWING OUR MOVEMENT

Across all age groups, girls stepped forward with confidence and initiative. From Brownies exploring new interests to Guides leading advocacy projects, Young Adults paving the way with larger scale events, and Trefoil Guild engaging with all membership levels, we are truly growing our Movement.

Events like Friendship Fest showed how we can come together and connect across all membership levels. We gathered at Camp Christine with Let's Go Camping where over a hundred Brownies and Guides experienced the great outdoors, and at the National Brownie Revel where our Young Adults brought our youngest members to the Science Centre to experience the joy of STEM.

This reflects a strong focus on growth and connection, nurturing girls within and throughout their time in the Movement, regardless of what life stage they may be.

DELIVERING SKILLS AND IMPACT

This year, we strengthened our focus on equipping girls with relevant skills while creating opportunities for meaningful impact. STEM initiatives such as the WAGGGS STEM Changemakers badge programme, Girls for Green Energy, and UWS Girls2Pioneers interest badge with United Women Singapore introduced girls to science and sustainability in engaging ways.

We strengthened our community partnerships with engaging projects such as launching our Emergency Preparedness Trooper with People's Association, and creating a limited edition cookie with Singapore's home-grown Awfully Chocolate.

Guiding's commitment to service continued to shine through intergenerational and community projects. Members contributed to initiatives at St Luke's Hospital and Sree Narayana Mission Home,

while environmental stewardship activities, including plogging and energy-awareness projects, encouraged responsibility for the community and the planet.

STRENGTHENING OUR FOUNDATIONS

Behind every successful programme is a strong support system. This year, we invested in building the capabilities of our adult leaders through structured training ensuring consistency across units.

Looking ahead to 2026, GGS will continue to deepen its programmes, expand learning opportunities, and equip members with practical skills to lead confidently and serve their communities.

My sincere appreciation to our volunteers, staff members, partners, and supporters for their continued dedication to our mission.

Mrs Koh-Teh Yi Wen
Chief Commissioner



TRIBUTE TO PUAN NOOR AISHAH



We remember Puan Noor Aishah, Singapore's pioneering First Lady and the first Asian President of the Singapore Girl Guides Association (now Girl Guides Singapore), who passed away on 22 April 2025.

A trailblazer and visionary, she became the first Asian President of the Association in 1959 and was appointed Patron in 1965. In 1966, she laid the foundation stone for the Girl Guides Singapore headquarters, previously located at Clemenceau Avenue. This was a significant milestone in the Movement's history and a lasting symbol of her belief in its future. In recognition of her distinguished service, she was awarded the Laurel Leaf, Girl Guides Singapore's highest honour, in 1970. Since

2000, the Puan Noor Aishah Award, named in her honour, has been presented annually to Brownie Packs & Guide Companies in recognition of outstanding achievement.

We are deeply grateful for her dedicated service as President and Patron. Her grace, quiet strength, and lifelong commitment to youth development and nation-building will forever remain in the hearts of the Guiding community.

"... a Movement which knows no bounds of race, culture and religion... May all Guides continue with their splendid activities and help make our nation not only a rugged but an indestructible one..."

Puan Noor Aishah, 1967



MEMBERSHIP



2,985
Brownies

3,710
Guides

110
Young Adults

11
Honorary Members

8
Lay Members

473
Adult Leaders

62
Trefoil Guild Members

7,359
Total

PARTICIPATION IN OVERSEAS EVENTS

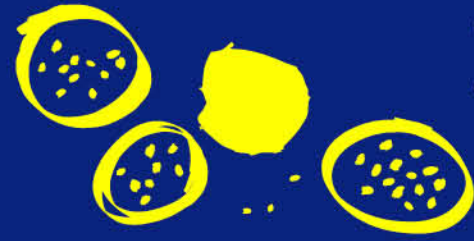
8
Adult Leaders

6
Brownies

27
Guides

1
Young Adult

COOKIES SOLD



2,311
Boxes

28,665
Boxes

1,400
Boxes



IMPACT REPORT

AWARDS

PUAN NOOR AISHAH AWARD

55
Brownie Units

71
Guide Units

PRESIDENT'S GUIDE AWARD

5
Guides

CHIEF COMMISSIONER'S AWARD BADGE

197
Brownies

BADEN-POWELL AWARD

100
Guides

PALM LEAF AWARDS

2
Adult Leaders

CLOVER AWARD

1
Young Adult

LONG SERVICE AWARDS

44
Members

OLAVE ST CLAIR AWARD

10
Members

ORCHID AWARD

2
Members

THANKS PLAQUE

9
Partners

PARTNER'S AWARD

3
Partners

TAKING HER LEAD



WORLD THINKING DAY 2025



Six 17-year-old Young Adults made history by leading the organisation of World Thinking Day (WTD) celebrations 2025. This marks the first time that our annual flagship event is girl-led, with guidance and support from the wider team. From budgeting and vendor negotiations to media strategy and production, they took full ownership of the experience, gaining hands-on leadership across multiple disciplines.

More than 4,500 Brownies and Guides gathered at Singapore Expo on 22 February for the celebration, graced by Candela González, Chair of the World Board of the World Association of Girl Guides and Girl Scouts (WAGGGS), alongside representatives from WAGGGS Asia-Pacific.

GGG hosted an international contingent of 90 delegates from seven WAGGGS Asia-Pacific Member Organisations over a few days leading up to the event, featuring a campfire and cross-cultural exchanges with local Units.

"When I received the opportunity to plan WTD, I was really excited to have the chance to make WTD a meaningful and memorable event for everyone. My committee and I were excited to build on this great platform to empower girls, encourage inter-branch bonding and raise awareness about the amazing programmes GGS offers."

Keira Natasha Simon,
Young Adult,
Part of the World Thinking Day 2025 Celebrations Committee

KEY HIGHLIGHTS

GGG entered the Singapore Book of Records with our "EMPOWER" banner created from 1,000 recycled fabric squares. We now hold the record title for the "Largest Banner Covered In Fabric Pieces With Handwritten Notes" signalling our commitment to sustainability and empowerment.

We launched our 'Humans of GGS' video series to spotlight stories from across the Guiding community featuring crossovers between Brownies, Guides, Young Adults, Adult Leaders and the Trefoil Guild.



Two partner interest badges – the Emergency Preparedness Trooper with People's Association and UWS Girls2Pioneers with United Women Singapore were launched at the event.



As a prelude to the WTD celebrations, the Girl Leader Engagement Dinner, "Her Story: Leading Change" on 21 February, featured the launch of two WAGGGS programmes – STEM Changemakers and Girls for Green Energy (G4GE). Officiated by representatives from KLA Foundation and Siemens Energy, together with Guest of Honour Candela González, the launch of these programmes highlighted the holistic empowerment of girls in STEM, from STEM learning to sustainability and green energy.

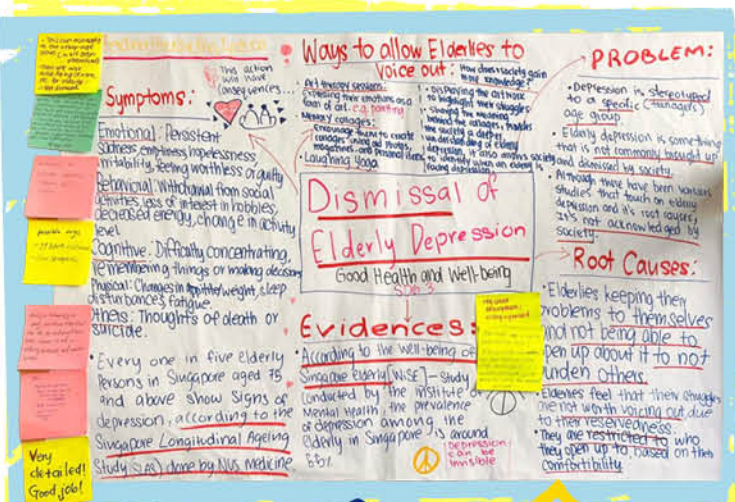


ADVOCACY

MENTORSHIP PROGRAMME

34 Guides from 6 Units stepped forward as advocates for change, initiating conversations on pressing social issues, engaging stakeholders, and driving projects of their own.

A flagship initiative by the Special Projects Standing Committee, the Advocacy Mentorship Programme provides a structured platform for Guides and Young Adults to design and execute advocacy projects aligned with four key UN Sustainable Development Goals (UNSDGs). Each team is paired with an external mentor who brings industry expertise, offering guidance and sharpening their approach.



“We not only felt empowered to create change, but also pushed ourselves further to provide equal opportunities for the disadvantaged. This project has offered us many opportunities to grow holistically, often in unexpected and transformative ways that we could ever imagine.”

Lynette Koh, Phua Jiang Ni & Simone Wai, Guides, Methodist Girls' School

COMBINED AWARDS CEREMONY

Illustrious alumni of our Guiding movement graced this year's Combined Awards Ceremony, inspiring more than 680 individuals and Units recognised for their contributions to leadership, service, and personal growth. Among them were Ms Lee Li Hui, the first woman from the Singapore Women's Everest Team to summit Mount Everest, and Ms Bernadette Giam, politician and F&B entrepreneur, who generously shared their time and experiences with our award recipients.

Anchored in the theme “The ABC of Our Guiding Story: Amplify, Build, Connect,” the ceremony, held at Raffles Girls' School, celebrated how Guiding empowers girls to amplify their voices, build confidence and leadership, and connect meaningfully across communities.

Their presence underscored a powerful truth: Guiding experiences today become the foundations of tomorrow's leaders.



A PRESIDENT'S GUIDE STORY OF INCLUSION AND EMPATHY



Cheam Kai Qi, one of our five President's Guide Award recipients, turned a deeply personal experience into meaningful impact for others.

Inspired by growing up alongside her cousin with special needs, she initiated a Values in Action (VIA) project for primary school pupils with special needs. The programme reached 30 to 40 students at a time across four sessions at West Grove

Primary School. Through a mix of creative arts, STEM-based activities, and physical exercises, the initiative aimed to help participants discover their interests, build confidence, and develop essential life skills.

Kai Qi, who joined the Girl Guides because she thought the uniform was cute, has since discovered her own voice as a leader committed to making a difference.

“I didn't realise before that we could plan our own VIA sessions, pursue the activities we were passionate about, and step out of our comfort zone to create a lasting impact on others.”



FRIENDSHIP FEST

Our first-ever Friendship Fest brought members of our Movement together to help fundraise and share the joy of Guiding with the public!

Fully conceptualised, organised, and led by the girls, the festival featured a diverse range of interactive booths and activities. Together with live food stations, there were fringe activities like tarot reading, typewriter poetry, and board games in tents.

Volunteers also led creative workshops like Outdoor Cooking with S'mores, turning everyday items into eco-chic crafts, creating paracord keychains, and hand-sewing a one-of-a-kind pouch.

Seeing families, alumni, and partners contribute to a warm and inclusive atmosphere, the event also served as a platform to reconnect with past members and strengthen partnerships.



LET'S GO CAMPING

Over a hundred Brownies and Guides participated in Let's Go Camping 2025: Leave Nothing but Footprints, Take Nothing but Memories, where they developed practical life skills and strengthened teamwork through an immersive outdoor experience. This took place on 4 to 6 July and 7 to 9 November.

Across these three days, participants engaged in a range of activities including outdoor campcraft, the BP Eco-Challenge, STEM-based learning and sustainability initiatives such as recycling and plogging.

The programmes further enriched through the supporting activity partners, ReJoy and Ugly Food. ReJoy facilitated a denim upcycling workshop aligned with the WAGGGS United Nation Environment Programme Plastic Tide Turners Badge Challenge, while Ugly Food introduced participants to reducing food waste by incorporating imperfect produce to outdoor cooking and camp meals.



IGNITING HER STEM SPARK



WAGGGS STEM CHANGEMAKERS BADGE PROGRAMME



In 2025, Girl Guides Singapore was one of the three Member Organisations that was selected to run this programme, in partnership with WAGGGS and KLA Foundation. Through co-creation with Girl Guides Association Malaysia and Girl Scouts of Taiwan, we developed R.E.A.L. activities to equip girls with Science, Technology, Engineering and Mathematics (STEM) skills, leadership, and teamwork. The activities also actively fosters confidence in girls whilst promoting gender equality in STEM.

The Master Trainers subsequently conducted online sessions for Adult Leaders, ensuring effective implementation across Units.

Building onto our training efforts, we had our first ever STEM Day on 8 November at Camp Christine, where over 100 Guides from 21 Units participated in hands-on activities. Planned and led by YAs, these activities encompass the core values of STEM – curiosity, courage and innovation.

10 Young Adults (YAs) and Adult Leaders (ALs) attended a two-day WAGGGS STEM Changemakers Master Trainer Workshop. Conducted by WAGGGS Trainers Ms Denise Teoh, Ms Grace Tam and Ms Kabwe Yambayama, the workshop equipped Master Trainers with the knowledge and skills to support the programme delivery and cascade learning to other leaders.

“I understand how to make the learning space surrounding STEM more inclusive for girls and young women.”

Batrisyia Izzah,
Young Adult



During the workshop, we were also honoured to have KLA Foundation representative, Mr Ray Chua, join us for a discussion on advancing STEM in Singapore. This was also complemented by a STEM Dinner Dialogue, where YAs and ALs explored ways to strengthen STEM in Guiding.



UWS GIRLS2PIONEERS BADGE

PROGRAMME

Launched at World Thinking Day 2025, the UWS Girls2Pioneers interest badge programme is the first official collaboration between Girl Guides Singapore and United Women Singapore (UWS).

Aligned with UN Sustainable Development Goal 5: Gender Equality, it inspires girls to explore science, technology, engineering and mathematics (STEM) pathways. Guides attended the UWS STEM Fest on 5 July, where sharing sessions with industry professionals exposed them to diverse STEM careers.



“Participating in this programme has helped me widen my perspective regarding different fields in STEM, and made me realised how much science and technology can impact the world.”

Kok Sze Chen,
Guide,
Compassvale Secondary School



WAGGGS GIRLS FOR GREEN ENERGY (G4GE) BADGE PROGRAMME

Led by WAGGGS in partnership with Siemens Energy, this global initiative empowers girls with knowledge and skills in sustainability and green energy.

15 Units participated in the initial rollout, marked by the launch of the Planet Rescuers Minecraft Education programme. Each Unit received Minecraft Education licences to run the blended learning programme, combining online gameplay with offline activities to deepen understanding of renewable energy and environmental challenges.

As part of the programme, WAGGGS Project Manager Ms Juna Chang visited Singapore from 25 to 29 March 2025 to engage with Guiders and Brownies through gameplay sessions and shared learning. The launch reflects GGS' commitment to sustainability education, STEM engagement, and developing girls as future changemakers.



NATIONAL BROWNIE REVEL

Sparking curiosity and a sense of possibility, the National Brownie Revel at the Science Centre Singapore introduced girls as young as eight to the world of STEM through play and discovery.

Part of the Girls for Green Energy (G4GE) programme, 784 Brownies took on hands-on challenges such as building wind turbines and engaged with female engineers from Siemens Energy, expanding their view of what the future could hold.

Beyond the activities, the programme nurtured essential values and skills. Through games and “Take Action” projects, Brownies practised energy awareness and responsible habits in their daily lives. Participants also earned Young Scientist Badges such as I’m a Young Energy Saver and I’m a Young Engineer and received the Science Centre’s SG60 badge, celebrating both their learning and achievements.

“I learnt more about the importance of energy conservation. I shared these ideas with others, encouraging them to make a positive impact on our environment.”

Ho En Xi,
Brownie,
West Grove Primary School



SERVING HER COMMUNITY



BIG SCREENS, BIGGER HEARTS

Big Screens, Bigger Hearts fostered meaningful intergenerational engagement, bringing together members and over 100 seniors from St Luke's ElderCare. Led by six YAs, the event was supported by a series of preparatory sessions that equipped girls with the skills, empathy and confidence to interact meaningfully with older persons.

Our members prepared activities for our seniors which included basic first aid and recycling practices. The morning ended with a screening of Jack Neo's 'I Want to Be Boss' at Cathay Cineplex Century Square. Cast members Ke Le, Terence Cao, and Dawn Yeoh delighted audiences by making a special appearance.



YOUTH EMERGENCY RESPONDERS

200 Girl Guides and Scouts stepped forward as youth emergency responders at the launch of the People's Association Youth Community Emergency Response Team (CERT) on 26 October 2025. The event also marked Girl Guides Singapore's second entry into the Singapore Book of Records for "Youth Pack 1,000 First Aid Pouches - A Record of Readiness".

As part of the badge programme, our Guides have been providing first aid coverage at various community events. Through initiatives such as Youth CERT, they are also developing the confidence to respond effectively in times of crisis.

Through initiatives like Youth CERT, our Guides are learning to respond with confidence in times of crisis.



CURRENTS OF CHANGE



As part of the Girls Inspired to Rise and Lead (GIRL) Adventure Iceland in 2024, the Guides and Young Adults organised a sustainability-themed festival on 6 December. In partnership with SG Eco Fund, over 270 attendees enjoyed a panel discussion with climate advocates like BioGirl MJ from Just Keep Thinking, LeeKiang from Young Nautilus, and Natalie Goh from Singapore Youth for Climate Action.



Climate-conscious brands like The Fashion Pulpit, SHADE, Koficlay, Sniff Scenarium, and passionate activists Daysprings and SG Climate Rally made this event feel like the coming-together of a like-minded community.



Eco-artists Steph Dogfoot, The Poetic Scientist, and Venezia May contributed to a power eco-themed open mic, and family band HoneyStar Lemonade serenaded us with wholesome tunes.

It truly was a sustainability festival with youths leading the currents of change.

"I learnt to transform personal reflections and first hand experiences on glacier melt and climate change impacts into conversations, educational activities, and opportunities for public engagement."

Deenah Aliah,
Young Adult



PAINTING SMILES MURAL PROJECT



28 Guides from South Division collaborated with KK Women's and Children's Hospital on the Painting Smiles Mural Project, designing and painting a mural to enhance the environment of the Department of Diagnostic and Interventional Imaging ward.

The mural transformed the space into a more welcoming and uplifting environment for patients, families, and staff, while providing Guides with opportunities to express creativity, work as a team, and contribute meaningfully to the community.



ST JOHN'S HOME FOR ELDERLY PERSONS - COMMUNITY BEFRIENDER



As part of East Division Service Learning, Brownie packs and Guide companies served residents at St John's Home for Elderly Persons through a range of activities. From bingo and crafts to dance sessions, the girls created moments of joy, creativity and shared laughter with the residents.

Several schools complemented their visits with donation drives and goodie bag distributions, reinforcing values of compassion and active citizenship. Units thoughtfully tailored their programmes, from National Day-themed celebrations to interactive karaoke and craft activities, ensuring meaningful and memorable experiences for the seniors.



SERVICE AT SREE NARAYANA MISSION HOME

Brownies and Guides from 4 Primary schools and 9 Secondary schools from the North Division strengthened intergenerational bonds at Sree Narayana Mission Home, with the project expanding to include the Woodlands Centre for the first time.

Through meaningful interactions and shared activities, the girls developed empathy and social awareness, while the seniors experienced companionship and a renewed sense of connection.



CARD MAKING FOR ST LUKE'S HOSPITAL

Guides and Brownies from 13 schools in the West Division nurtured empathy and a spirit of service by creating over 360 cards for beneficiaries at St Luke's Hospital. Girls shared messages of encouragement with hospitalised elderly patients, hoping that simple acts of kindness can bring some comfort.



TREFOIL GUILD HAPPY HANDS SEWING FOR THE COMMUNITY

Trefoil Guild members contributed their time and skills to create patchwork blankets for single seniors living in rental flats in MacPherson.

The Happy Hands Sewing for the Community produced six blankets (150 x 200 cm) with contributions of fabric and materials from fellow members, demonstrating their continued commitment to service and community care.



EXPLORING HER WORLD



Over the past year, Girl Guides Singapore continued to strengthen its international footprint, providing young leaders with opportunities to explore global issues, engage in cross-cultural exchange and translate their learning into meaningful local action.

GIRL ADVENTURE JAPAN



From 12 to 19 November 2025, the Girls Inspired to Rise and Lead (GIRL) Adventure Japan team learnt about waste reduction with a focus on textile waste. They visited energy and waste facilities, explored the zero-waste town Kamikatsu, and participated in workshops such as furoshiki wrapping and natural dyeing. Exchanges with Osaka Girl Scouts offered insight into sustainable practices in other countries.

“This trip helped me understand that issues like recycling and climate change are important to people everywhere. It makes me hopeful that Singapore can continue to learn from other countries and work together to protect our planet.”

Beatrice Amanda Whittaker,
Guide,
CHIJ Katong Convent



GIRL ADVENTURE FIJI

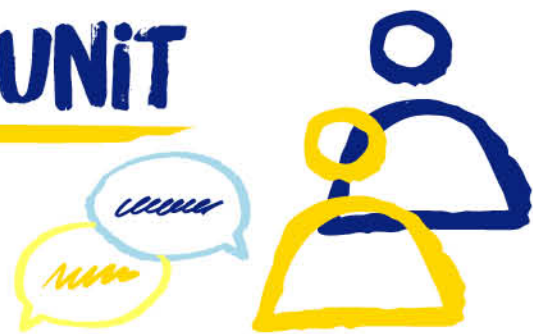
From 14 to 22 November 2025, our GIRL Adventure Fiji eco-warriors examined how rising sea levels affect communities and ecosystems. They took part in mangrove and coral planting, coastline restoration, eco-cooking, and learnt from village elders. The girls interacted with members of the Fiji Girl Guides Association through a campfire and other local activities. Fiji Girl Guides shared their community-led sustainability practices.

“This trip allowed me to reflect how important it is for individuals and communities to take responsibility for protecting the environment.”

Dina Yasmin,
Guide,
Pasir Ris Crest Secondary School



OLAVE 1ST PACK OPEN UNIT HONG KONG EXCHANGE



The Olave 1st Pack International Hong Kong Exchange gave Brownies from our Community Guiding Open Unit the chance to Discover, Grow, and Connect through cross-cultural and experiential learning. They met Brownies and Guides from Hong Kong Girl Guides Association, and explored Hong Kong's cultural heritage. Through Unit exchanges and the buddy system, participants practised leadership, responsibility, and care for others. These experiences strengthened their confidence, empathy, and sense of global sisterhood, while providing insights for future Olave Pack sessions.

"I formed stronger and fonder friendships with my peers."

Juliette Harper & Wang Muxi,
Brownies,
Olave 1st Pack



ASIA PACIFIC REGIONAL CONFERENCE (INDIA)



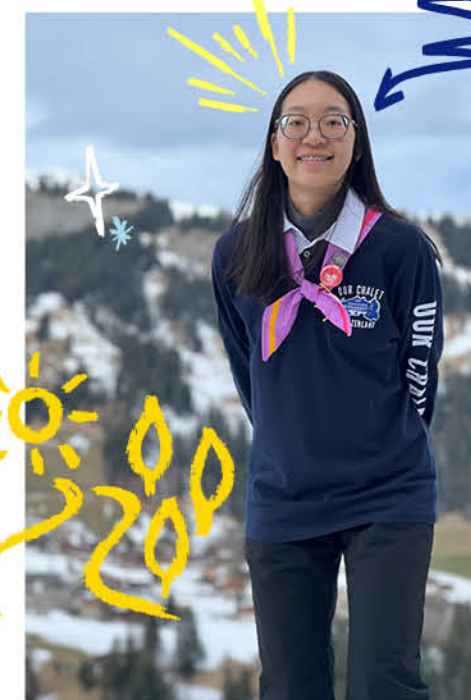
Four Adult Leaders represented Girl Guides Singapore at the Asia Pacific Regional Conference held in New Delhi, India from 19 to 23 August 2025. These leaders were Mrs Koh-Teh Yi Wen, Chief Commissioner, Ms Joyce Seek, Deputy Chief Commissioner, Ms Marie Ong, Deputy Chief Commissioner and Young Adult Branch Commissioner and Ms Monarekha Nandakumaran, Deputy Brownie Branch Commissioner. The Conference focuses on developing regional strategies aligned with the service delivery plan, taking into account the needs, interests, and priorities of Member Organisations, while facilitating the sharing of best practices, resources, and collaborative approaches to strengthen Guiding and Scouting in the Region. Participation in the Organisational Leadership Seminar further deepened their understanding of governance, change

management, and strategic leadership, strengthening alignment with WAGGGS' global direction.

Mrs Koh-Teh Yi Wen also served as a panellist for Session 8: Leading for Sustainability, while Ms Joyce Seek was appointed as a Teller for the Conference proceedings.



HELEN STORROW SEMINAR



Lim Jia Jia from the Young Adult Branch attended the Helen Storrow Seminar (HSS) 2025, held from 1 to 8 February 2025 at Our Chalet in Adelboden, Switzerland. She joined 35 other international participants at this annual leadership development event, which focuses on environmental sustainability and leadership. The experience provided Jia Jia with the opportunity to be empowered to explore climate justice issues, collaborate with peers from diverse countries, and create sustainability projects in the community.

"Through this seminar, I was presented with opportunities to engage in real-world experiences and insightful discussions, which widened my insight of leadership and creative problem-solving."

Lim Jia Jia,
Young Adult



SHARING HER STORY



BITE INTO BOLDNESS: A BOLD STEP FORWARD, ROOTED IN TRADITIONS

The launch of Awfully Chocolate Cookies in 2025 marked a bold and strategic step forward, introducing a refreshed and exclusive edition of cookies in partnership with Awfully Chocolate who curated the 2 special flavours of Dark Chocolate Cranberry and Trio of Chocolate for GGS. This partnership represented for us support of local brands and having an inspiration such as its founder Lynn, an apt role model to entrepreneurship that goes in line with our school cookies programme.

The launch at the Awfully Chocolate stores at ION and Raffles City led by our Young Adults who drove the sales and marketing campaign was a great showcase of our cookie platform in engaging our members and having them take a front seat in our fundraising efforts. We successfully met our target of 1000 boxes in sales over three days.



With the launch of Awfully Chocolate Cookies, it distinctly differentiates from our school cookies programme which has been a long standing initiative for 31 years and builds on the strong legacy of the school cookies, which has consistently garnered robust support from our Brownies, Guides and Guiders, while serving as a platform for girls to develop life skills. Through expanded partnership sales at corporate town halls, wellness days, and with NTUC - whose steadfast support over the past four years has been instrumental - we continue to strengthen both impact and reach, empowering more girls through meaningful, real world experiences.



School cookies artwork designed by Averie Tee, Rachel Ten Si Ru from Dunman High School, and Kaylee Tan Shi En from Swiss Cottage Secondary School

GGG SHOP'S NEW MERCHANDISE

The year saw a stronger expansion of our retail and product development efforts with the introduction of the Guide and Brownie Bears, alongside a growing range of collaborative products co-designed by our members. These offerings not only reflect the creativity and voice of our members, such as the Trefoil members' contribution of handmade items in tote bags and other novelty items at our Friendship Fest, it also strengthened exposure of our girls to design thinking and entrepreneurship. We also increased the number of pop up sales activations in support of key events, enhancing visibility and engagement with our community.



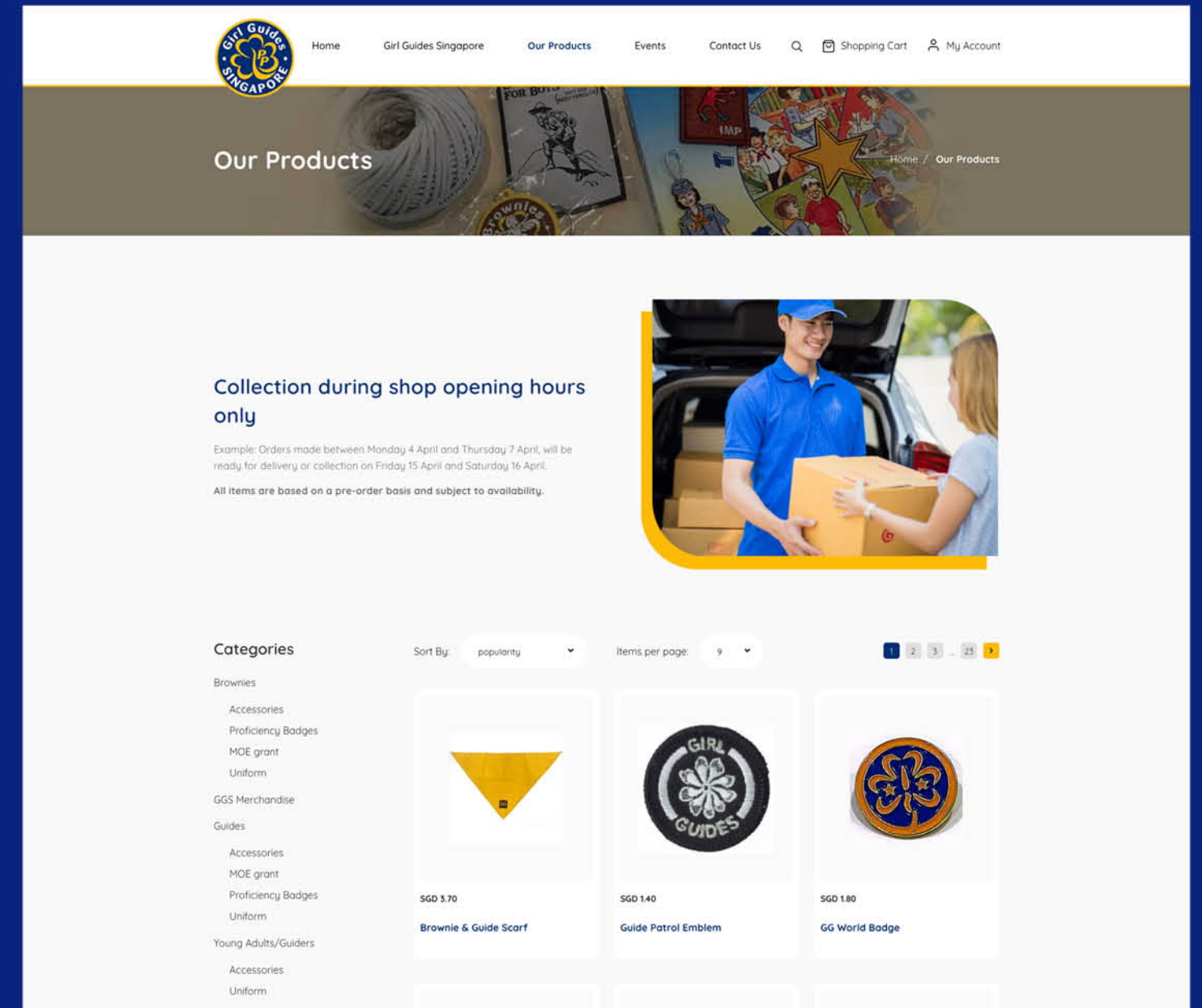
FULL ROLLOUT OF GGS E-COMMERCE PLATFORM

Following its initial launch and testing phase in 2024, Girl Guides Singapore fully rolled out its e-commerce platform in 2025. Designed for school units to place bulk orders efficiently, the platform streamlines the procurement of GGS products.

The transition to a centralised digital system standardised ordering processes across schools and significantly reduced administrative workload for

both staff and units. With features such as real-time stock visibility and automated order processing, the platform improved efficiency, reduced back-and-forth communication, and enhanced the overall user experience.

The initiative has strengthened operational effectiveness while providing a more seamless and transparent ordering process for schools, supporting units in focusing more on delivering quality Guiding experiences.



GROWING HER POTENTIAL



COMMUNITY GUIDING PROGRAMME

The Community Guiding Programme continued to provide girls with meaningful experiences beyond the traditional Unit setting. In partnership with South West Community Development Council, Brownies from Agnes 1st Pack participated in a plogging activity along the South West Walking Trail, collecting litter while learning about sustainability and environmental responsibility. The activity not only encouraged active citizenship but also earned the Brownies their iPlog badge, making the experience both impactful and rewarding.



PONY RIDER PROFICIENCY BADGE

Brownies from Olave 1st Pack visited Gallop Stable at Downtown East to work towards their Pony Rider Proficiency Badge. The girls had the opportunity to ride, groom, and feed the ponies, while learning

about horse care, grooming tools, and different coat colors. The experience built confidence, responsibility, and practical skills, giving participants hands-on insight into animal care.



DIVISION FEST

Division FEST (Female, Empowerment, Sisterhood, Teamwork) is GGS's signature annual Division gathering, bringing together Brownies and Guides from across the North, East, South, and West Divisions for a day of celebration, connection, and empowerment. Under this year's theme, "Our Story", the event placed girl-led learning at its heart, encouraging participants to take ownership of their experiences through creativity, teamwork, and advocacy. Each Division designed its own unique programme of competitions, workshops, interactive booths, and collaborative activities, all anchored by the United Nations Sustainable Development Goals (UNSDGs). From pre-FEST challenges that built confidence and resilience ahead of the big day, to festival-day experiences that sparked innovation, and post-FEST reflections that deepened learning, Division FEST 2025 empowered girls to explore their voices, champion causes they care about, and contribute meaningfully to an inclusive world. Here are the highlights from each Division:

NORTH DIVISION

North Division FEST explored history, culture, and community issues such as food sustainability. The day's highlight was a focus on advocacy, with girls presenting their research and solutions to real-world problems.

"[Being a presenter] allowed me to step up and lead to solve the misunderstandings and problems we had, as well as present better in front of a group of people."

Sim En Xuan Claire,
Guide,
Compassvale Secondary School



EAST DIVISION

East Division FEST was structured in three phases. Pre-FEST competitions in Semaphore Drill, Dance, and Choral Reading built discipline ahead of the main event. Division day featured the WAGGGS Trivia Competition, Brownie Collectible Cards, UNSDGs 1-5

advocacy stations, and hands-on activities including upcycling projects and DIY ice cream making. Post-FEST reflection tasks then challenged girls to document and share their experiences through storytelling.



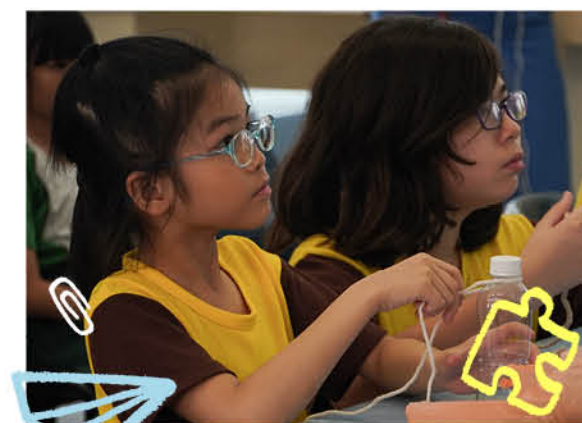
SOUTH DIVISION

South Division FEST brought Brownies, Guides, and Guiders together through interactive booths and collaborative programmes centred on peer engagement. The emphasis was on strengthening a sense of belonging and identity within the division, with girls showcasing their ideas alongside their leaders.



WEST DIVISION

West Division FEST opened with the Reel Maker Challenge and Pack Cheer – pre-FEST competitions that channelled digital storytelling and team spirit. On Division day, the programme featured Guiding Light Trivia, the launch of Brownie Collectible Cards, and activities anchored in sustainability, innovation, and community engagement.



WEE KIM WEE CHALLENGE



39 Guides and 13 Brownies participated in the biennial Wee Kim Wee Challenge, a culinary competition inspired by Ms Wee Eng Hwa's cookbook *Cooking for the President*. Teams prepared and presented dishes with a creative twist including one dish cooked outdoors for

the first time. An optional masterclass helped the girls build their culinary skills and confidence. The challenge fostered teamwork, cross-age collaboration, and friendships, while allowing the girls to apply creativity in a fun and friendly competition.



NATIONAL DAY PARADE



Our annual National Day Parade marching contingent saw 52 Guides led by Young Adults, Talia Ng Lin Xuan & Andrea Tan Hui En representing GSS on the national stage. The girls trained intensively in foot drills and precision marching, developing discipline and teamwork while preparing for the parade. The experience also

fostered camaraderie across schools and strengthened a shared sense of pride and connection within the Guiding community. This year saw the largest turnout to date, highlighting the girls' dedication and commitment to excellence.



FLYING UP CEREMONY

The Flying Up Ceremony marked an important milestone for Brownies and Guides as they progressed to the next branch of their Guiding journey. Through this meaningful tradition, girls received their "wings", symbolising growth, new beginnings, and continued commitment to Guiding. Planned and facilitated by Young Adults, the event featured interactive booths with games and crafts, helping participants better understand the next stage of their journey. The experience nurtured a sense of belonging, strengthened friendships, and encouraged the girls to develop new skills as they stepped forward with confidence.



GGs believes in continuously equipping members with the skills, knowledge, and confidence to lead effectively, innovate, and navigate new challenges. Initiatives at all levels strengthened leadership, developed foundational Guiding competencies, and provided practical, hands-on experiences.

RAMS TRAINING WORKSHOP

Conducted on 13 October by Chief Commissioner Mrs Koh-Teh Yi Wen, 20 participants from staff, Commissioners, and Young Adults, learnt about Risk Assessment Management System (RAMS) processes through interactive discussions.



GUIDERS' CONFERENCE

227 participants gathered on 20 September 2025 for the Guiders' Conference themed Lead, Innovate and Inspire. Breakout sessions covered leadership development, advocacy, STEM, sustainability, outdoor skills, and international opportunities. Attendees

also received updates on GGS plans for 2026 and participated in hands-on workshops supporting the Puan Noor Aishah Award and Chief Commissioner's Award Badge planning.



BASIC TRAINING COURSE (BTC)

The BTC is a foundational programme for all new Guiders, designed to introduce them to the principles of Guiding. The course combines both camp-based experiences and structured theoretical learning to provide a well-rounded onboarding journey.

This year, BTC equipped 92 Guiders with a strong foundation in programme planning and the safe delivery of activities, enabling them to more effectively support and lead their Company or Pack. Through a blend of classroom instruction and hands-on experiential training, participants strengthened key competencies in leadership, programme design, and safety management.



FIRST AID TRAINING

To enhance safety and preparedness, the First Aid Training on 22 November 2025 equipped 17 participants including staff, Adult Leaders and Young Adults, with essential emergency response skills.

Ithaca Private Limited conducted a Facilitation Workshop on 20 December 2025 to bolster communication, collaboration, and facilitation skills among 10 participants.



HONOURING HER ACHIEVEMENTS



CHIEF COMMISSIONER'S AWARD BADGE

CHIJ KATONG PRIMARY SCHOOL

Ang Yu Ning, Makaela
Lysette Hui Ying Ah Qune
Teresa Rose Wen Zhen De Souza
Wu Jin Yu Clementine

CHIJ (KELLOCK)

Claire Sarah Quah Yu En
Woo Jian En Ashley

CHIJ OUR LADY OF GOOD COUNSEL

Claire Divya Terence
Kensey Hoo Zhi Wen

CHIJ OUR LADY OF THE NATIVITY

Alicia Ng Le Yun
Diya Janella Sashi
Hana Hamzah
Jamie Yee Min Li
Natalie Koh Xinyu
Natasha Iman Binte Abdul Rahman
Toh Yu Xuan Claris

CHIJ OUR LADY QUEEN OF PEACE

Anoushka Woo-Venugopal
Hu Jingyi, Janelle
Janice Tan Jia Ying
Kiew Jia Lin Kylie

CHIJ PRIMARY TOA PAYOH

Genelia Nayakkr

CHIJ ST NICHOLAS GIRLS' SCHOOL

Han Sijin Emma
Jovie Lee Si Yun
Lauren Chen Huan Dorett
Leah Mae Koh Wen Si
Livia Low En Yi
Rachel Francesca Thomas
Sherlynne Tan Sze Ting

CHONGFU SCHOOL

Boo Xin En Kyla
Carole Li Xinyan
Cheng Qi En Scarlett

Emily Wee

Goh En Qi
Keong Yu Shan
Leem Eng Kee
Leo Chang Hui Ginnifer
Low Enna
Ong Yi Hui
Pua Jae Lyn
Sarah Fidelya Binte Muhammad
Fadhil

Sarah Yeo He Xi
Sng Tok Suan Abby
Tay Men Sien Alyssa
Teo Yu Han Alysa
Yeong Bi Si Natalie
Yuan Weiya

CHONGZHENG PRIMARY SCHOOL

Khor Ruo Xuan Nicole
Leora Lam Qing Yun
Lim Ruo Xi, Sarah

CORPORATION PRIMARY SCHOOL

Channise Poon
Chia Yu En Desiree
Cho Danbee
Nur Sharleez Aludra Binte Ramlee
Ong Yi Xuan Ezenn
Sarah Binte Azahar
Teo Wan Ting, Fayth

ENDEAVOUR PRIMARY SCHOOL

Bella Poe Yati
May Thadar Naing
Naw Mercy Doh Kamaw
Tan En-Qian
Valerie Myat Noe Khin
Win Lett Shwe Yee
Xu Zhao
Zhang Yu Xi

HENRY PARK PRIMARY SCHOOL

Chew Yue En Linnea
Chua Boon Xin
Tan Ying Xian Claire

HOLY INNOCENTS' PRIMARY SCHOOL

Chong Anjelica
Danielle Lee Wei
Goh Jing En Jaime
Jodie Kuah Wen Xuan
Lee Yun Ling
Lim En Qi, Richelle
Lim Li En Clara
Loh Meixi
Renee Tang En Yi
Seah Yuan Xin, Phoebe
Soh Si En Olivia
Tay Zu En
Teo Yan Xi Isabelle
Violette Chong Wan Yu
Wong Hoi Mun Julia

METHODIST GIRLS' SCHOOL

Kate Tan Yu Tong
Ng Lerae Noelie
Rei June Tan Yan Fei

NAN CHIAU PRIMARY SCHOOL

Tan Jia'en
Tay Xin, Yvie

NANYANG PRIMARY SCHOOL

Arielle Chen Rui'en
Chong Yar Fuey
Chua Keng Yee
Foo Andrea
Lauren Olivia Huray
Lim Xi Min Renee
Lu Yuxin
Trinh Ngoc Dinh
Wong Yu Tong, Vera

NGEE ANN PRIMARY SCHOOL

Evelynn Ma Hui Qin
Meg Koh
Ng Si En Megan
Qonita Khadijah Salfatanala Ramdan
Siti Aisyah Mohamed Shahril
Tan Min Le Ashlyn

NORTHLAND PRIMARY SCHOOL

Chin Jie Faye
Kelynn Toh Ke Xuan
Lim Yu Xi
Nur Insyirah Binte Muhammad Rizal
Tiara Nurkasih Binte Mohammad Fahmy
Wong Xuan Ci

OLAVE 1ST PACK

Apsara Shanmugam
Emilia Valentina Kiermeier
Emily Priscilla Symons
Li Yanzhen Maeve
Raghav Tamilavel

QIFA PRIMARY SCHOOL

Lin Yuwen Gwen
Tan Yu Han Julia

RAFFLES GIRLS' PRIMARY SCHOOL

Charlotte Lu Han Rong
Darlene Jenna Goh Jing En
Fitch Maya Dorothy
Goh Xin Xuan, Chloe
Jinishaa Pooganentren
Koh Rui Jia Victoria
Liu Sihan

RIVER VALLEY PRIMARY SCHOOL

Joanne Phuan
Seow Jia Xuan, Bernice

ROSYTH SCHOOL

Destinee Lee
Foo Hui Qi
Leong Xi Ning Shyanne
Liew Xuan Rui
Raenee Lee Jiaying

RULANG PRIMARY SCHOOL

Emma Chow Yu-En
Evelyn Tan En Xin
Megan Seow Shi Xuan
Ong Xin Xuan Sofia
Peh Le En Tyara
Tan Wei Tong Heidi

SHUQUN PRIMARY SCHOOL

Arffa Binte Ariff
Lee Rui Xi
Nurhana Chong Binte Fahmi Chong
Qisya Marissa Binte Mohamad Kamsol
Zhang Jiahe

SINGAPORE CHINESE GIRLS' SCHOOL (PRIMARY)

Alexa Lee
Astrid Lee Yu Jie
Calyn Ang Khai Leng
Chen Cheng Jun Colette
Hannah Lee Rae-Anne
Hoi Yu Xin Emma
Lai Xing Yin
Sophia Ling Rui Rui
Sophia Yang Karen
Tey Ru Tian

ST ANTHONY'S CANOSSIAN PRIMARY SCHOOL

Andrea Marie Low Jia Xuan
Annalisia Betheli De Mornay
Aveen Nair Ria
Chng Yu Ci, Emily
De Guzman Rio Jane Ermita
Foo Leann Alexis
Genevieve Jupiter Doney
Hailie Pepper Ng
Hong Shi'en
Isabelle Pang Yi Nuo
Naik Ananya Santosh
Naladhpa Annikashaka Sofia
Nur Iszma Binte Muhammad Iskandar Mirza
Yong Ke Xuan Chloe

ST ANTHONY'S PRIMARY SCHOOL

Alexis Gail Clark
Ang Charlotte
Maria Jojo
Scarlett Sim Shu En
Summer Sim Shu An

TAO NAN SCHOOL

Charlotte Peck Rui-Xuan
Chye Yun Xin
Georgia Tan Wern Hsuan
Hazel Emilia Too
Koh Yu Lin Emmeline
Kong De Min, Phoebe
Lim Zi Wei, Leia
Long Yuzing, Cherie
Lu Yuqin, Lyndi
Natalie Ng Yuxuan
Tan Kia Theng Eira
Tan Si Xiu Annelie
Tan Ziyin Caitlin
Tay Hwee Suan Janice
Victoria Chang Sum Yin

WEST GROVE PRIMARY SCHOOL

Amuthini Parthasarathy
Iman Sofia Binte Shafiq
Li Ruoxi Quinn
Megawati Nur Qamariah Binte Rezal
Saravanan Sai Yaazhini
Yeo Zi Ning

YANGZHENG PRIMARY SCHOOL

Ang Jing Han
Chee Xin Rui, Andreana
Chua Si Yun Coralbella
Denise Tay Kai Yi
Huang Aixuan
Lee Yu Tong, Reazelle
Zeng Yoky

YIO CHU KANG PRIMARY SCHOOL

Khloe Tan Yi En



BADEN-POWELL AWARD

AHMAD IBRAHIM SECONDARY SCHOOL

Ang Jia Wei Shine

ANDERSON SECONDARY SCHOOL

Betsey Aimee Huang

ANGLICAN HIGH SCHOOL

Hope Cha Qiao Lin
Kzel Lim Jia Xuan
Wang Yu Lei Kate

BEDOK SOUTH SECONDARY SCHOOL

Shaniz Haylaina Binte Mohamed Asri

BUKIT PANJANG GOVERNMENT HIGH SCHOOL

Ng Hui Adaya
Toh Xue Yi

CEDAR GIRLS' SECONDARY SCHOOL

Chang Heng Yao Bernice (Zeng Xinyao)
Joanne Lim En-Shin
Sivabooshanam Nambi Saravanan Aishwaryaa

CHIJ ST NICHOLAS GIRLS' SCHOOL (SECONDARY)

Allison Yum Jade Lyn
Avrielle Tan Yu-Xi
Charis Low
Law Yuxuan Claire
Lee En Hui, Kaylynn
Tan Rui Yue
Teo Min Xuan
Wong Zi Xuan Valerie

CHANGKAT CHANGI SECONDARY SCHOOL

Noor Sarahfina Binte Mohamed Amir

CHUNG CHENG HIGH SCHOOL (MAIN)

Alison Sheo Chiong Rui
Angell Tang
Audris Low Sing Yu (Liu Xinyu)
Chiang Lin Xi
Fong Shuen Hwa

Kaitlyn Hing Le Xuan
Keira Teo Qi En
Melody Law Yi Xuan
Ooi Xin Ying
Yew Si Yu

CRESCENT GIRLS' SCHOOL

Aaradhana Chandrasekaran
Anandaselvan Muthumari Harini
Ashlyn Tan Min Yi
Choo Xuan Lin Mavis
Geeti Bhatia
Lee Hui Faith
Olivia Fu Huizhen
Ravi Vaishalini

DAMAI SECONDARY SCHOOL

Caitlin Faith Magaway Trapse

DUNMAN HIGH SCHOOL

Low Li Ying
Tan Xuan Ni (Chen Xuanni)

METHODIST GIRLS' SCHOOL (SECONDARY)

Andrea Lim Zi En
Chan Leang Yee Emma
Charmine Lee Yean Waye
Isabelle Tan
Keziah Lim En Xi
Lim Si En
Olivia Gozali
Tan Xinyu Joelle
Teng Jia-He, Kate
Wai Zhi Qin Simone

NAN HUA HIGH SCHOOL

Adrienne Phua Li Hsuen
Cheng Xuan Xu
Gisele Loi Yan Tong
Kok Sin Hui Annice
Lian Sum Wai
Wang Xinle

NANYANG GIRLS' HIGH SCHOOL

Chan Lok Kit
Ngiam Hui En
Phan Le Tian
Woo Kai En Kendra

NAVAL BASE SECONDARY SCHOOL

Soh Zi Xuan

NGEE ANN SECONDARY SCHOOL

Lyla Aurora Binte Muhammad Yusof

NORTHLAND SECONDARY SCHOOL

Mella Melissa Kelly Topacio

QUEENSWAY SECONDARY SCHOOL

Dhulashidharan Trishna Malika
Ng Ka Man Carmen

RAFFLES GIRLS' SCHOOL

Cheang Su-Yinn Megan
Ellie Binte Roy Ezra Koh
Jovina Cheong
Koay Pei
Ma Xiangyu
Mithra Anandaraman
Rithanya Kuttala Subramaniam
Tang Ziya Rena
Tessa Ng
Watt Sook Mun Caroline
Zhong Zining

RIVER VALLEY HIGH SCHOOL

Alice Chan Huey Ying
Cheong Yee Hui
Fu Yaojia
Lam Yu Fang, Valerie
Lim Zhi Xuan Elsa

SERANGOON SECONDARY SCHOOL

Charlene Tan Si Qing

SINGAPORE CHINESE GIRLS' SCHOOL (SECONDARY)

Choy En Ting, Annabella
Clarisse Heng Zining
Mikayla Lim Jia Qi
Tan Chian Ying
Tan Yi Pei, Sarah

ST ANTHONY'S CANOSSIAN SECONDARY SCHOOL

Edith Tan Yun En
Joanne Jomon
Jolin Eng Yong En
Perumal Gopika

ST MARGARET'S SCHOOL (SECONDARY)

Chia Li-En Chloe
Emma Thio Tze Yen
Eshal Ahmed

TAMPINES SECONDARY SCHOOL

Mellisa Chan Min Ming

TANJONG KATONG GIRLS' SCHOOL

Nur Alisha Zahra Binte Muhammad
Nur Alim

WEST SPRING SECONDARY SCHOOL

Sim En Yu

YISHUN TOWN SECONDARY SCHOOL

Sikhakolli Aashini
Tong Yih Xuan

PRESIDENT'S GUIDE AWARD

NANYANG GIRLS' HIGH SCHOOL

Ngiam Hui En

RAFFLES GIRLS' SCHOOL

Lakshana Rajadurai
Soh Ping Lynn

RIVER VALLEY HIGH SCHOOL

Cheam Kai Qi
Grace Tan En-Yun

PUAN NOOR AISHAH AWARD

BROWNIE PACKS

GOLD

Canossa Catholic Primary School 1st Pack
CHIJ Katong Primary School
CHIJ Our Lady of Good Counsel
CHIJ Our Lady of the Nativity 1st Pack
CHIJ Our Lady of the Nativity 2nd Pack
CHIJ St Nicholas Girls' School 1st Pack
CHIJ St Nicholas Girls' School 2nd Pack
Chongfu School 1st Pack
Chongfu School 2nd Pack
Chongzheng Primary 1st Pack
Corporation Primary School 1st Pack
Dazhong Primary School 1st Pack
De La Salle School
Endeavour Primary School 1st Pack
Henry Park Primary School 1st Pack
Holy Innocents' Primary School
Innova Primary School 1st Pack
Jing Shan Primary School 1st Pack
Methodist Girls' School 1st Pack
Nan Chiau Primary School 1st Pack
Nan Hua Primary School
Nanyang Primary School 1st Pack
Ngee Ann Primary School 1st Pack

OLAVE 1st Pack

Peiyang Primary School
Qihua Primary School
Raffles Girls' Primary School 1st Pack
River Valley Primary School 1st Pack
Rosyth School 1st Pack
Rulang Primary School 1st Pack
Shuqun Primary School 1st Pack
Singapore Chinese Girls' School 1st Pack
Singapore Chinese Girls' School 2nd Pack
St Anthony's Primary School 1st Pack
Tao Nan School 1st Pack
Tao Nan School 2nd Pack
Telok Kurau Primary School
Temasek Primary School
Yio Chu Kang Primary School 1st Pack
Zhenghua Primary School

SILVER

CHIJ Our Lady Queen of Peace Primary
Haig Girls' School 1st Pack
Marsiling Primary School 1st Pack
New Town Primary School 1st Pack
Northland Primary School

Opera Estate Primary School 1st Pack
Qifa Primary School 1st Pack
West Grove Primary School 1st Pack
West Grove Primary School 2nd Pack
Yangzheng Primary School 1st Pack

BRONZE

Bedok Green Primary School 1st Pack
Canberra Primary School 1st Pack
Clementi Primary 1st Pack
St Margaret's School Primary 1st Pack
Tampines North Primary School 1st Pack

GUIDE COMPANIES

GOLD

Ahmad Ibrahim Secondary School 1st Coy
Anderson Secondary School 1st Coy
Ang Mo Kio Secondary School 1st Coy
Assumption English School 1st Coy
Bedok View Secondary School 1st Coy
Bendemeer Secondary School 1st Coy
Broadrick Secondary School 1st Coy
Bukit Panjang Government High School
1st Coy
Cedar Girls' Secondary School 1st Coy
Cedar Girls' Secondary School 2nd Coy
Changkat Changi Secondary School 1st Coy
CHIJ Katong Convent 1st Coy
CHIJ Secondary 1st Coy
CHIJ St Nicholas Girls' School 1st Coy
CHIJ St Nicholas Girls' School 2nd Coy
CHIJ St Nicholas Girls' School 3rd Coy
CHIJ St Joseph's Convent 1st Coy
CHIJ St Joseph's Convent 2nd Coy
CHIJ St Theresa's Convent 1st Coy
Chua Chu Kang Secondary School 1st Coy
Chung Cheng High School Main 1st Coy
Chung Cheng High School Main 2nd Coy
Commonwealth Secondary School 1st Coy
Compassvale Secondary School 1st Coy
Crescent Girls' School 1st Coy
Damai Secondary School 1st Coy
Dunman High School 1st Coy
Geylang Methodist School (Secondary)
Hougang Secondary School
Jurong Secondary School 1st Coy
Jurongville Secondary School 1st Coy
Kuo Chuan Presbyterian Secondary
School 1st Coy
Loyang View Secondary School 1st Coy
Manjusri Secondary School 1st Coy
Methodist Girls' School (Secondary) 1st Coy
Nan Hua High School 1st Coy
Nanyang Girls' High School 1st Coy
Nanyang Girls' High School 2nd Coy
Naval Base Secondary School 1st Coy
New Town Secondary School 1st Coy
Ngee Ann Secondary School 1st Coy
North Vista Secondary School 1st Coy
Northland Secondary School 1st Coy
Pasir Ris Crest Secondary School 1st Coy
Peicai Secondary School 1st Coy
Queenstown Secondary School 1st Coy
Queensway Secondary School 1st Coy
Raffles Girls' School 1st Coy

Raffles Girls' School 2nd Coy
River Valley High School 1st Coy
Seng Kang Secondary School 1st Coy
Serangoon Secondary School 1st Coy
Singapore Chinese Girls' School 1st Coy
Singapore Chinese Girls' School 2nd Coy
St Anthony's Canossian Secondary
School 1st Coy
St Margaret's School (Secondary) 1st Coy
St Margaret's School (Secondary) 2nd Coy
Tampines Secondary School 1st Coy
Tanjong Katong Girls' School 1st Coy
Tanjong Katong Secondary School 1st Coy
West Spring Secondary School 1st Coy
Whitley Secondary School 1st Coy
Yishun Secondary School 1st Coy
Yishun Town Secondary School 1st Coy

SILVER

Anglican High School 1st Coy
Clementi Town Secondary School 1st Coy
Edgefield Secondary School 1st Coy

BRONZE

Bowen Secondary School
Woodlands Ring Secondary School

GOVERNANCE MATTERS



GGG INFORMATION

Girl Guides Singapore (GGS) is governed by the National Council whereas the administration of Girl Guides Singapore is vested in the Executive Committee, which supervises and manages the affairs of Girl Guides Singapore. Members of the National Council and Executive Committee are volunteers and do not receive any remuneration for their contribution.

Charity Registration Number: 0158
Charity Registration Date: 22 March 1985, GGS
Unique Entity Number (UEN): S67SS0005D
Current IPC Period: From 01/09/2024 to 31/08/2027
Registered Address: 9 Bishan Street 14, Girl Guides Singapore, 579785
Auditor: © CLA Global TS Public Accounting Corporation
Public Accountants and Chartered Accountants
Bank: DBS

GGG POLICIES

MANAGEMENT OF CONFLICT OF INTEREST

- All National Council, Executive Committee and Staff members are required to declare any conflict of interest on an annual basis during their term of service.
- No Member shall be appointed to the National Council if he or she is an immediate family relative of an incumbent member of the National Council, unless his or her appointment is endorsed by the National Council by a resolution against which no vote is cast; Provided that no more than half of the members of the National Council shall be immediate family members.
- All National Council, Executive Committee and Staff members shall not participate in any discussion and shall not vote in respect of any contract, proposed contract or other matter in which he or she has a pecuniary interest, direct or indirect, and if he or she does so, his or her vote shall not be counted; nor shall he or she be counted in the quorum present at the meeting.
- All National Council and Executive Committee Members are serving on a voluntary basis and do not receive any remuneration.

WHISTLE BLOWING POLICY

GGS is committed to the wellbeing of all members, volunteers and staff. In line with this, we have set up a whistle blowing policy. Reporting channels can be found at our website at [Contact Us - Girl Guides Singapore](#).

RESERVE POLICY

GGS builds reserves as necessary to support its mission and programmes. Girl Guides Singapore aims to maintain a reserve level of one to two years' operating expenditure. The reserve policy will be reviewed by the National Council from time to time as required. More information about the status of GGS' reserves can be found in this year's Financial Statement.

PRIVACY POLICY

GGS respects the rights of the individuals to protect their personal data and has a data protection policy that governs how it collects, uses and/or discloses personal data. This privacy policy recognises both one's right to protect their personal data and GGS' need to collect, use and/or disclose it for purposes that GGS believes are reasonable and appropriate in the course of GGS's work and not limited to organising, coordinating, promoting and providing training and programmes. For more information please refer to the Privacy Policy on GGS' website.

NATIONAL COUNCIL

NAME	APPOINTMENT	OCCUPATION	NUMBER OF MEETINGS ATTENDED	REMARKS
Dr Seetha Subbiah	President	Clinical Psychologist	4/4	
Ms Ng Noi Hinoy (Mrs Doris Chua)	Vice President	Board Director	2/2	Term ended in May 2025
Ms Lim Suat Jien	Vice President	Retiree	2/2	Term ended in May 2025
Ms Goh Ann Nee	Vice President	Retiree	2/2	Appointed in May 2025
Ms Gan Kwee Lian	Vice President	Retiree	1/4	
Ms Jan Lee	Vice President	Homemaker	2/2	Appointed in May 2025
Mrs Koh-Teh Yi Wen	Chief Commissioner	Education Officer	4/4	Deputy Chief Commissioner (2019 - 2020)
Ms Jocelyn Teo	Deputy Chief Commissioner	Lawyer	2/2	Term ended in May 2025
Ms Ong Wen Hui Marie	Deputy Chief Commissioner	Assistant Director	3/4	
Ms Seek Foong Ee Joyce	Deputy Chief Commissioner	Coach	2/2	Appointed in May 2025
Ms Lim Jia Yi	Deputy Chief Commissioner	Nurse	2/2	Appointed in May 2025
Ms Keira Htay	International Commissioner	Education Officer	2/2	Term ended in May 2025
Ms Katherine Chew	Honorary Secretary	Lawyer	3/4	
Mr Hoe Ee Wern	Honorary Treasurer	Corporate Finance/ Investment Manager	4/4	
Ms Aileen Tan	Adviser	Education Officer	3/4	
Ms Tan Pau Cheng	Adviser	Education Officer	4/4	International Commissioner (2019 - 2020)
Ms Siti Nurbaya M Jumain	Adviser	Education Officer	2/2	Term ended in May 2025
Ms Norizan Selamat	Trefoil Guild President	Associate Director	2/3	Appointed in Feb 2025
Mr John Lim	MOE Representative	Education Officer	3/4	

EXECUTIVE COMMITTEE

APPOINTMENT	NAME	NUMBER OF MEETINGS ATTENDED	REMARKS
Chief Commissioner	Mrs Koh-Teh Yi Wen	4/4	
Deputy Chief Commissioner & Young Adult Branch Commissioner	Ms Ong Wen Hui Marie	4/4	
Deputy Chief Commissioner	Ms Seek Foong Ee Joyce	2/2	Appointed in May 2025
Deputy Chief Commissioner	Ms Lim Jia Yi	2/2	Appointed in May 2025
International Commissioner	Ms Keira Htay	2/2	Term ended in May 2025
Membership Commissioner	Ms Jocelyn Teo	3/4	Term as Deputy Commissioner ended in May 2025
Honorary Secretary	Ms Katherine Chew	3/4	
Brownie Branch Commissioner	Ms Samsia Sulaiman	4/4	
Guide Branch Commissioner	Ms Ong Zeng Zi	4/4	
Camp Commissioner	Ms Nur Siti Hawa Nor Hashim	4/4	
Communications Commissioner	Ms Wyntrice Lim	2/4	
General Administration Commissioner	Ms Hazel Chew	2/2	Term ended in May 2025
General Administration Commissioner	Ms Ng Yi Lynn	2/2	Appointed in May 2025
Training Commissioner	Dr Perema Ramasamy	2/2	Term ended in May 2025
Training Commissioner	Ms Siti Nurbaya M Jumain	1/2	Appointed in May 2025
Shop Commissioner	Ms Starrie Lee	4/4	
Special Projects Commissioner	Ms Anthea Goh	2/2	Appointed in May 2025
Community Guiding Commissioner	Ms Candice Soh	3/4	
North Division Commissioner	Ms Jenny Shea	2/4	
South Division Commissioner	Ms Ng Jing Fang	4/4	
East Division Commissioner	Ms Titiek Farhana Ahmad Sari	3/4	
West Division Commissioner	Ms Janice Sng	4/4	
Trefoil Guild Secretary	Ms Yvonne Lim	4/4	

GRANTS AND DONATIONS

In 2025, GGS (Girl Guides Singapore) was mostly funded through several grants and donations. We would like to extend our gratitude to the funders and donors who supported our cause to enable girls and young women to develop their fullest potential as responsible citizens of the world with their generous donations and grants.

FUNDERS	GRANTS
Ministry of Education	Capitation Grant Training Grant Overseas Travel Grant Land Premium for Camp Christine and GGS Headquarters Special Project Grant
President's Challenge	President's Challenge Fund
World Association of Girl Guides and Girl Scouts	Girls for Green Energy Grant STEM Changemakers Grant
Tote Board	Tote Board Grant

DONORS	
Big Screens, Bigger Hearts	Chan Lui Ming Ivan (\$5,000) DCS Synthesis Pte. Ltd. (\$5,000) Cortina Watch Pte Ltd (\$10,000) Ho Bee Foundation (\$15,000) Lee Cheng Chye (\$15,000) Trans Eurokars Pte. Ltd. (\$15,000) Engro Corporation Limited (\$15,000) Neo Garden Catering Pte Ltd (\$15,000) F1 Auto Cars Private Ltd (\$15,000) Golden Agri Plaza Pte. Ltd (\$100,000)
GGS Corporate Cookies Connection Programme	Humble Fo Pte. Ltd (\$24,000) Keppel Care Foundation (\$5,000) Garena Online Private Limited (\$15,000)

FINANCIAL HIGHLIGHTS

SUMMARY OF FINANCIAL PERFORMANCE

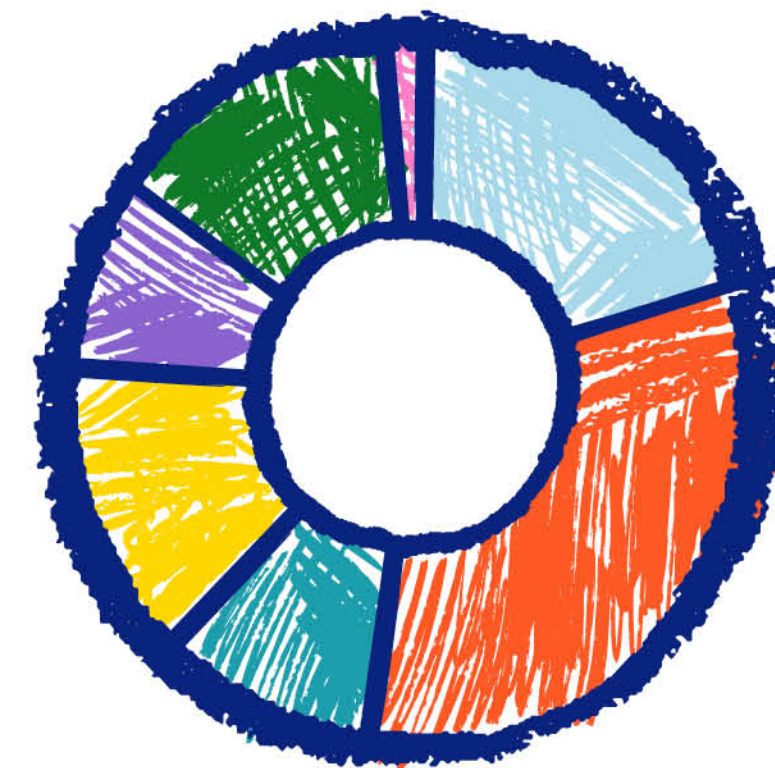


TOTAL INCOME
\$2,832,168

- 35% - Grants
- 11% - Fees
- 26% - Cookies and Shop Sales
- 11% - Fund Raising Income
- 7% - Other Income
- 10% - Grant Amortisation

TOTAL EXPENSES
\$2,993,054

- 20% - Operating Expenses
- 32% - Guiding Programme and Development
- 10% - Campsite Expenses
- 14% - Land Premium
- 9% - Depreciation
- 14% - Cookies and Shop Expenses
- 1% - Fund Raising Expenses



GOVERNANCE EVALUATION CHECKLIST

Please note that this checklist is based on the Code of Governance 2023 and is meant for self-assessment only.

Submission of GEC is done via the Charity Portal.

Instructions: Please select your response for each item. Input the explanation if the section is “No” or “Partial Compliance”.

S/N	CALL FOR ACTION	CODE ID	DID THE CHARITY PUT THIS PRINCIPLE INTO ACTION?	IF YOU HAVE INDICATED “NO” OR ‘PARTIAL COMPLIANCE”, PLEASE EXPLAIN.	SCORE
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PRINCIPLE 1: THE CHARITY SERVES ITS MISSION AND ACHIEVES ITS OBJECTIVES.

1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity’s governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	-	2
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	-	2
3	Have the Board review the charity’s strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	-	2
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. “Capacity” refers to a charity’s infrastructure and operational resources while “capability” refers to its expertise, skills and knowledge.	1.4	Yes	-	2

PRINCIPLE 2: THE CHARITY HAS AN EFFECTIVE BOARD AND MANAGEMENT.

5	The Board and Management are collectively responsible for achieving the charity’s charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	-	2
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	-	2

7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance	2.3	Yes	-	2
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* Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.

8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes	-	2
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9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes	-	2
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10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position).	2.6	Yes	-	2
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For Treasurer (or equivalent position) only:

a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role.

i. After meeting the maximum term limit for the Treasurer, a Board member’s reappointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break.

ii. Should the Treasurer leave the position for less than two years, and when he/she is being reappointed, the Treasurer’s years of service would continue from the time he/she stepped down as Treasurer.

11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well.	2.7	Yes	-	2
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a. No staff should chair the Board and staff should not comprise more than one-third of the Board.

12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well.	2.8	Yes	-	2
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a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.

13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break.	2.9a 2.9b 2.9c	Yes	-	2
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For all Board members:

a. Should the Board member leave the Board for less than two years, and when he/she is being reappointed, the Board member's years of service would continue from the time he/she left the Board.

b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting).

c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.

14	For Treasurer (or equivalent position) only:	2.9d	Yes	-	2
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d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years.

i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting - refer to 2.9.b.

PRINCIPLE 3: THE CHARITY ACTS RESPONSIBLY, FAIRLY AND WITH INTEGRITY.

15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	-	2
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16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise.	3.2	Yes	-	2
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a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.

17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	-	2
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18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	-	2
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19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	-	2
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20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	-	2
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PRINCIPLE 4: THE CHARITY IS WELL-MANAGED AND PLANS FOR THE FUTURE.

21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.	4.1a	Yes	-	2
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a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).

22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.	4.1b	Yes	-	2
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b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as:

- i. Revenue and receipting policies and procedures;
- ii. Procurement and payment policies and procedures; and
- iii. System for the delegation of authority and limits of approval.

23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	-	2
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes	-	2
25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes	-	2
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes	-	2
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes	-	2

PRINCIPLE 5: THE CHARITY IS ACCOUNTABLE AND TRANSPARENT.

28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	-	2
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for	5.2	Yes	-	2

	allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.				
30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes	-	2
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes	-	2
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes	-	2
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6	Yes	-	2
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.7	Yes	-	2
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.8	Yes	-	2

PRINCIPLE 6: THE CHARITY COMMUNICATES ACTIVELY TO INSTIL PUBLIC CONFIDENCE.

36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	-	2
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	-	2
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	-	2

TOTAL SCORE 76

PERCENTAGE 100%
(total score/full marks of 76) X 100%

YOUR SUPPORT MATTERS

Girl Guides Singapore (GGS) is a registered charity and the largest voluntary organisation for girls and women in Singapore. Since its founding in 1917, GGS has relied on the generous support of volunteers and donors to develop impactful programmes for empowering our beneficiaries to make a difference as Givers, Innovators, Risk-takers and Leaders (G.I.R.L.s).

We welcome your continued support in the following ways:

AS A VOLUNTEER

Please email queries@girlguides.org.sg

AS A DONOR

As an Institution of a Public Character, donations to GGS of \$50 and above are eligible for 2.5 times tax-deduction. Donations are automatically reflected in tax-assessments by providing your Tax Reference (NRIC/UEN).

Electronic Payment Online via Giving.sg:
<https://www.giving.sg/girl-guides-singapore>

Giving.sg is a safe and secure integrated giving platform which is hosted and maintained by National Volunteer and Philanthropy Centre (NVPC). All donations made via this platform come directly to GGS.

TO FOLLOW GGS DEVELOPMENTS

[f](#) [@](#) [in](#) Girl Guides Singapore

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