



Nova Scotia Reboot 2025: Member Information

Introduction

As the volunteering landscape in Nova Scotia continues to evolve, we believe that centralizing some administrative tasks within our existing areas can provide significant benefits. This proposal outlines how centralization will streamline processes, enhance efficiency, and support volunteers while maintaining the strong local connections and community leadership that make our organization special.

We recognize the importance of preserving local leadership and maintaining personal relationships within our communities. Our goal is to implement changes that improve the volunteer experience while ensuring that girls continue to have incredible opportunities for growth and engagement.

Addressing Concerns: Local Leadership and Sisterhood Connections

We have heard from our volunteers that many are experiencing burnout, disconnection, and a reduced sense of fulfillment in their roles. As the provincial leadership team, we acknowledge that change is necessary to refocus on what truly matters: the Sisterhood of Guiding.

While centralization brings clear advantages, we understand that local leadership and personal connections are at the heart of why many adults' volunteer. To maintain these relationships, we will:

- **Preserve Personal Relationships:** By reducing administrative burdens, volunteers will have more time to focus on building meaningful connections with Guiders, families, and youth.
- **Enhance Communication and Support:** Districtly based administration will improve scheduling, volunteer management, and recognition, ensuring that volunteers feel valued and connected.
- **Strengthen the Volunteer Experience:** By combining centralized administration with strong local leadership, we will create a more supportive and effective volunteer environment.

Our New Structure

The Proposed Reboot Plan

Reboot 2025 is designed as a roadmap to a simplified, stronger, and more equitable future for Guiding across Nova Scotia. The plan involves removing one administrative level from our structure and streamlining procedures and policies. ***It is important to call out that these changes will not directly impact our Units or Unit Guiders.***

Implementation Strategy:

- The provincial council, with insights from sister councils and data from our national organization, has developed a framework for a new provincial structure.
 - Feedback from members has been incorporated to create a structure that balances unit, and membership needs while identifying opportunities for growth.
 - The Nova Scotia Reboot Plan was presented to the provincial council in January 2025.
 - Presentations to area councils, area commissioners, and district commissioners were completed in February 2025, and will be followed by town hall meetings for member input and feedback.
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New Administrative Structure

The new structure will dissolve all current areas and districts, replacing them with new districts. Each district will be led by a commissioner or Co-Commissioners and supported by a district council with the following *voting* positions:

- **District Treasurer**
- **District Secretary**

Positions will be held for a maximum of three years to encourage fresh perspectives. Consecutive terms will not be permitted unless under special circumstances approved by NS Council.

Each district will have a council, with all Guiders invited to meetings. *Each unit will hold one voting seat*, shared among its Guiders. Quorum (50% +1) will be required for official business. For example, 12 units would require 7 votes to pass a motion, 26 units would require 14 votes to pass a motion.

The transition to this new structure will reduce the number of senior volunteer roles from 117 to approximately 45-60, making leadership more manageable and effective.

Our New Structure

Next Steps:

- Volunteers currently in leadership roles will have the opportunity to apply for role within the new structure. Anyone currently in a leadership role will play an important role in the transition to new leadership roles.
- All adult members will have the opportunity to express interest in the new District roles.
- Interviews and feedback sessions will begin in March 2025, with the goal of filling all critical roles by June 2025.
- New district names will be voted on by Guiders, with opportunities for crest design submissions.

New Provincial Council Structure

Starting in September 2025, the provincial council will be restructured to reflect the new administrative model. More details to follow.

Financial Information

Financial Responsibilities Breakdown

Provincial Level (NS Council)

The provincial council will oversee the financial management of all funds and ensure alignment with GGC and CRA guidelines. Key responsibilities include:

- Holding and managing the Unit and District Support Fund to provide equitable access to financial resources.
- Reviewing and approving requests for increases in standardized district balances when necessary.
- Conducting an annual financial review to assess budgets, reallocate funds, and address emerging financial needs.
- Managing Unified Banking accounts for transparency and ease of access.
- Setting deadlines and policies for financial transactions, purchase card usage, and year-end reconciliations.
- Assuming all financial payments for adult member registrations, except for Members- at –Large and Trefoil members who must pay their own fees.
- Covering costs for annual training conferences, uniform subsidies, awards, and specialized training.

District Level

Each district will operate within the framework set by the provincial council and will be responsible for:

- Maintaining an operating budget within the standardized balance set by NS Council.
- Submitting budget reports for provincial council review at the end of each Guiding year.
- Ensuring that no excess balances remain in accounts at year-end.
- Managing day-to-day district expenses, including training, awards, and district events.
- Facilitating the transfer of funds between units, members, and district accounts as needed.
- Ensuring membership rosters are accurate and up to date.

As we begin this complex process, it is critical that we continue to remain strong financial stewards for the organization. This means that there is to be no unbudgeted spending in districts or Areas without the express approval of the Provincial Commissioner throughout the remainder of 2025. A more detailed timeline of deadlines for purchase card transactions and year end reconciliations will be shared very soon

Financial Information

Unit Level

Individual units will have access to financial support while being responsible for:

- Requesting funds for unit activities, training, or special projects through the Unit and District Support Fund.
 - Ensuring proper budgeting and financial tracking for unit expenses.
 - Participating in district financial planning discussions to ensure equitable distribution of resources.
 - Following all Unified Banking policies for seamless financial management.
 - Requesting Unit Camp Assistance and Travel Assistance for youth and adult members, with a written request.
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Streamlined Financial Responsibilities

Provincial

To simplify operations, several financial responsibilities will shift from the district to provincial level, including:

- Costs for annual training conferences
- Uniform subsidies for both youth and adults
- Awards for both adult and youth members
- Training-related costs, including mileage
- First aid and specialized training (food handling, outdoor experience, etc.)
- New unit startup funds

New District Commissioners

- Annual awards event for Girls and Adults
- District Training costs (mileage, meals)
- District Girl events
- District Camps

Financial Information

Camp Properties Management

NS Council currently operates five camp properties, which will transition to provincial-level financial management by September 1, 2025:

- Camp Kanada
- Camp Lewis Lake
- Camp Hardwood Lake
- Camp Cumberland
- Camp WoHeLo

As part of the transition to a new District model, there will also be a new strategy focused on the finances for all our properties. The financial responsibilities and management of the Camps will transition to the Provincial administration level effective September 01, 2025. .

- Camp sub-committees will continue to oversee daily operations and will have a focus on increasing camp usage.
- A new 5-year strategic plan will ensure financial sustainability and effective stewardship.

Financial Information

NS Council Unit and District Support Fund

Purpose of the Fund

The NS Council Unit and District Support Fund is designed to provide financial assistance to members of the organization, where appropriate, to help cover specific costs associated with the growth and development of units, individual members, and various events. This fund aims to support members in achieving their goals while ensuring that financial constraints do not hinder their participation and involvement. All the details about this fund and how to apply for subsidies will be shared in Guidepost in September 2025.

Eligible Items for Subsidy

The following items are eligible for support through the fund:

1. New Unit Start-Up Costs:

- Subsidy amount available.
- Funds may be allocated to help cover the initial expenses associated with starting a new unit. This can include purchasing necessary supplies and other start-up needs.
- The unit must have a unit iMIS ID and UB account ID.

2. Facility Fees:

- The fund can provide support to cover fees and/or honorarium required for renting or securing facilities for unit meetings.
- For locations where no invoice is provided but an honorarium is given by the unit, provide a copy of rental agreement or handwritten request
- For spaces that are rented please follow our contract process
- Term of rental should be no more than one Guiding year.

3. Camperships:

- To encourage participation in camping activities, financial assistance may be offered to members who require support for camp registration fees and related costs.
- Provide the following information:
 - Event date, location, brief description of event
 - # youth, # guiders/adults; fee for youth; fee for adults
 - Subsidy if received from district or unit
 - Total camp expenses
 - Members name and iMIS number
 - Identify any parental or unit subsidy

Financial Information

4. Special Events:

- The fund can help offset costs associated with special events, ensuring that all members can participate in these important experiences.
- Important reminder that all events should follow our events process
- A copy of the event budget is required at the time of request,

5. Training:

- Financial support may be provided for training opportunities, including workshops, and certification programs that enhance the skills and knowledge of our members and leaders.
- First Aid will be 100% covered for up to a maximum of 2 adult guiders per unit per year.
- Specialized Training (food handling / wilderness first aid / mental health) will be considered on a case-by-case basis and safe guide requirements.

Note: Uniforms support for guiders and girls are available, please contact ns-ea@girlguides.ca

How to Apply:

Members, units and districts seeking financial support from the NS Council and Unit Support Fund should apply outlining the specific needs and costs associated with the request. The application process will involve:

1. Completing the fund application form (available online in September)
2. Submitting the form for review and support
3. Supporting documentation or invoices may be required to process requests.

Funding Availability:

Funding availability is subject to annual budgetary allocations. Requests will be considered based on priority and available resources. The NS Council may offer partial or full support depending on the nature of the request and overall funding limits.

Important Considerations:

- Applications should be submitted in advance of the intended event or purchase.
- Funds are distributed on a first-come, first-served basis with consideration given to urgency and availability of resources.
- Only approved items and expenses will be subsidized.

Nova Scotia Reboot 2025

Frequently Asked Questions

1. Why is such a large-scale change being made?

The volunteer landscape has changed. Leadership roles are being left unfilled for multiple years and several senior volunteers are being overstretched by covering multiple roles at the same time. Recognizing that this has been an ongoing and growing concern over the past several years led to the realization that a large-scale change was necessary to alleviate pressure on volunteers, recognize current volunteer capacity, and balance our membership groupings more efficiently.

2. Will there be a review of the new administrative and financial structures?

Absolutely! Nova Scotia Council has put together a plan that we feel will work well, however we know that there may be necessary tweaks and modifications required as it's put into practice. We will be addressing pain points and considering feedback during this transitional year and ongoing. A formal review will also take place every three-year cycle.

3. My unit is no longer grouped with the same units, can we still connect?

Of course! We're excited to see everyone connect with and build relationships with the units and members within their new districts, however you don't need to be in the same district to maintain relationships or continue having experiences together!

4. Why are area and district funds being moved?

We know that this may be the biggest stressor for many of our adult members. It's important to understand that these funds are not being taken away but rather restructured to ease the ability for members and units to access these funds. We also needed to take steps to align our accounts to GGC and CRA guidelines, which means less funds should be sitting dormant in the base district accounts.

5. What does standardized finance mean for our district?

Standardizing finances across the provinces allows us to support all members and units in an equitable way, regardless of where they are in the provinces. Several financial items will now be standard in all new Districts, set by Nova Scotia Council rather than each district separately. The goal is to ensure we are supporting Guiders and youth members equitably. More details regarding what standardized finances in the new districts will look like have been included in this document.

6. What will happen to funds that have already been allocated for trips and individual girls?

The funds allocated for trips and individual girls will stay the same.

7. How will the new restricted fund be managed and how does it benefit members?

The new Unit and Regional Support fund will be managed by Nova Scotia Council using a set of standardized guidelines to determine spending allocation and will be administered by a new position (yet to be titled). Guidelines for these funds are being standardized to provide equity for all our members. In doing so, we are removing administrative barriers and enabling easier access to these funds for members, units, and districts. The fund will be accessible for expenses directly impacting girl programming, engagement, and experiences.

8. Our district or area has shared supplies or equipment, what happens to that now?

We know that supplies and equipment, such as camping and marketing gear, have been purchased by some districts and areas over the years. All gear purchased with GGC funds are the property of GGC as a national organization. Our hope is that current gear will be openly shared within the new structure. In the case of existing district gear, simply make the gear known to your new district in entirety and accessible to all equally. Should disagreement or conflict arise regarding gear at either level, we will work with the impacted parties for the best outcome.

9. What will happen to existing traditions and memories?

Many areas and districts have existing traditions, such as special awards or events. While Awards and Scholarships will be moved to Provincial oversight, Province wants to ensure the integrity of those awards is upheld. To that end, each Area and District will be asked to share the criteria and eligibility for their awards & scholarships so that our members can continue to be recognized for their work.

While we, as a province, are building new traditions, we want to hold space to keep Nova Scotia memories alive and safe, for historical records. We invite each district or area to provide their special award, written record or photos of special events, and copies of unique crests or memory items to be added to our provincial electronic archives.

10. When will youth members and families be told about the change?

Changing of the administrative structure within the province has very little impact on our youth members and their families. This change will be communicated in a simple manner, prior to spring registration.

11. Who created this plan, and can I provide feedback?

The Reboot 2025 plan was put together by the leadership of Nova Scotia Council members and involved conversations and feedback from all Council members, Area and District Commissioners, and our adult members. Although our plan is detailed and well thought out, we're also aware that we may not have thought of every circumstance or perspective. You are welcome to send any feedback or questions to ns-reboot@girlguides.ca. Questions or concerns will be addressed, and feedback will be considered as we transition this upcoming Guiding year and review how this plan is functioning. We plan to highlight

frequently asked questions in upcoming Guidepost editions, as well as provide personal responses.

12. When will the funds from the Districts and Areas be reallocated to the Unit & District Support Fund?

Effective August 31, 2025, all funds from Districts and Areas are reallocated to the Unit & District Support Fund.

For many years, there has been a large variance among districts and areas with regards to youth and adult subsidies, activity, event and travel assistance. Implementing Nova Scotia Reset will address these variances and provide units and districts with consistent support throughout the Province. **Units and Districts are encouraged to plan events, camps, activities and promote travel for both Youth and Guiders.**

The 16 new Districts will be set up with new iMIS and Unified Banking ID's. Deposit slips and Purchase Cards are being distributed to those Districts with confirmed Treasurers. Districts without DC's or Treasurers in place will be administered by a member of the PC team.

13. Is everything finalized for Nova Scotia Reboot 2025?

It is important for everyone to note that 2025-2026 will be a transition year for Nova Scotia Reset, and all finances and processes will be evaluated in the spring of 2026 and adjusted as necessary. Nova Scotia Council realizes that some items requiring subsidy may not be currently addressed, and these will be considered as we move through this first year of transition.

14. How does the District or Unit apply for funding in the Unit and District Support Fund?

The form to request subsidies or assistance from Unit & District Support funds will be available to Units and Districts in September 2025. This will be found in Guidepost and online.

15. How will fund breakdowns for cookie sales work post- area changing?

The \$6.00 from Area will move to the Provincial level.

**16. Will district budgets/ areas be able to have access to funds to purchase crests?
This has not been able to happen for some areas in the past.**

The new District will be allocated funds to purchase new crests.

17. Where will funding for storage units come from?

The funding for storage units will come from the District and Unit Support funds.

18. When will the new District Commissioners (DCs) start?

The hope is that the new District Commissioners will start in the summer.

19. With all the new DCs, how will we make sure DC voices are still being heard on the provincial council level?

Nova Scotia is doing District Council Voices. These means that up to eight District Commissioners will be elected to be on the Provincial Council.

20. Is this mandated on the national or provincial level? Are other provinces doing this “Reimagining Guiding?”

Yes, other provinces are doing a reset. Quebec has already completed a reset. Manitoba is in their first year of implementation. New Brunswick/Prince Edward Island is implementing for September 1, 2025. Saskatchewan is implementing for September 1, 2025.

21. What’s the process for renaming the districts?

There was a two part process to rename the district. The first part was a survey where names were identified. The second part was a survey where adult members voted on the names. The name with the highest amount of votes was selected for the District.

22. What will the provincial council look like?

Provincial Council will be the same except instead of six Area Commissioners there will be up to eight District Commissioner Voices.

23. Will there be provincial support for leader recruitment, or will this be district-lead?

There will be provincial support for leader recruitment.

24. Where do I find the job description for District Commissioner, District Treasurer and District Secretary?

Guidepost for June 24, 2025 contained the job descriptions.

25. What will the District Structure look like?

District Councils have been standardized across the province. Each council has up to two Co-District Commissioners, a treasurer (voting), and a secretary (non-voting) as official positions. Councils also include a representative from each unit (can be any Guider from the unit). All Guiders are welcome to attend and participate in council meetings, but each unit holds a single vote.

Quorum (60% of voting positions) is required for councils to pass motions and conduct official business.

26. How will the Districts be funded for September 1, 2025?

There is a funding formula that was used to calculate the District starting balance – it was \$35 per girl/youth member.

27. Will this impact parents and girls?

Changing of the administrative structure within the province has very little impact on our youth members and their families. This change will be communicated in a simple manner, prior to spring registration.

28. Will this affect unified banking? What about unit funds/costs?

New District will use unified banking. The camps will continue to use SAGE. The unit funds will not be touched during the implementation year.

29. Will the Trefoil Guild now be on the district level?

The Trefoil Guild will be on the provincial level. For ease of tracking, they will be a member of their own District – District 18.

30. What will the District Guider role look like in the Reboot?

The role of District Guider remains unchanged, however Provincial Council will be reviewing the contributions of District Guiders on a yearly basis.

Benefits and Impact

Benefits for a Sustainable Future

- Reduction of critical leadership roles from 117 to 45 to 60, improving role fulfillment and reducing volunteer burden.
 - Fewer administrative roles create more opportunities for members to engage in committees and events.
 - Simplified administrative structures streamline communication and decision-making.
 - Funds will be more accessible to members, units, and districts without requiring council votes.
 - Increased funding for districts and units ensures enhanced girl experiences.
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Benefits for Individual Volunteers

- **Streamlined Communication:** More efficient, consistent updates and event details.
- **Simplified Coordination:** Centralized event management reduces scheduling conflicts.
- **Enhanced Support and Training:** Standardized online resources, webinars, and workshops.
- **Recognition and Rewards:** District recognition of contributions with awards and certificates.
- **Improved Volunteer Experience:** Less an administrative burden, allowing focus on direct impact.
- **Consistency and Fairness:** Equitable application of policies and procedures.
- **Better Volunteer Management and Personalization:** Tailored role assignments based on skills and interests.
- **Increased Impact and Effectiveness:** Streamlined logistics maximize community engagement.

Appendix B: Financial Alignment Chart

Awards			
	Province	New Districts	Unit
Beaver	Y		
Gold Maple Leaf	Y		
Honorary Life	Y		
Mayflower	Y		
Fortitude	Y		
Valour	Y		
Guider District Specific Awards		Y	
Canada Cord		Y	
Lady Baden Powell		Y	
Trailblazer		Y	
Unit Guider Award		Y	
Merit Awards		Y	
Gold or Silver Thanks (paid for at Level nominated)	Y	Y	
Team Award (paid for at level nominated)	Y	Y	
Award Ceremonies (adults/youth)		Y	
Guider Enrollment Pins		Y	
Guider Branch Pins		Y	
Training			
	Province	New District	Unit
Specialized Training	Up to 66% of total cost based on ROI		
Provincial Training Workshop	Y		
First Aid	Y		

Appendix B: Financial Alignment Chart

Training cont'd			
	Province	New District	Unit
District Training attendee mileage		Y	
District Training attendee meals		Y	
Trainer expenses (depending on the level)	Y	Y	
Venue Rentals			
	Province	New District	Unit
Venue Rentals			
District Meetings		Y	
District Events		Y	
District Banquets		Y	
Provincially Sponsored Events	Y		
Unit Meeting Space	Y		
Storage Space Rentals (if needed)		Y	
Miscellaneous Items			
	Province	New District	Unit
Guider Name Tags		Y	
Program Supplies			Y
Girl Badges and Pins			Y
Member Support			
	Province	New District	Unit
Uniform Subsidy (New Guider and Girl Member)	Y		
	Province	New District	Unit
eLearning Fees	Y		
Scholarships and Bursaries	Y		
Member Registration Fees			
	Province	New District	Unit
Adult Members (see clarification notes)	Y		

Appendix B: Financial Alignment Chart

Growth and Community Engagement			
	Province	New District	Unit
Provincial Materials	Y		
District Materials		Y	
Adult Recruitment Advertising	Y		
New Unit Start Up	Y		
Recruitment Events			
	Province	District	Unit
Provincially Driven Events	Y		
District Specific Events		Y	
Girl Events			
	Province	District	Unit
Provincially Initiated Girl Events	Y		
District Initiated Girl Events (following cost recovery model)		Y	

Appendix C: New Districts

District 1: 7 Units

1st Cheticamp Spark/Ember Unit
1st Cheticamp Guide/Pathfinder/Ranger Unit
1st Ingonish Ember Unit
1st Ingonish Spark Unit
1st Port Hawkesbury Ranger Unit
1st Port Hawkesbury Pathfinder Unit
1st Port Hawkesbury Guide Unit

District 2: 14 Units

1st Two Rivers Pathfinder/Ranger Unit
Marion Bridge Spark/Ember Unit
1st Whitney Pier Spark/Ember Unit
1st Sydney Ember Unit
6th Sydney Spark Unit
7th Sydney Guide Unit
1st Sydney Mines Guide Unit
1st Northside Pathfinder/Ranger Unit
1st Sydney Mines Ember Unit
1st North Sydney Spark Unit
6th North Sydney Ember Unit
1st Sydney River Ember Unit
1st Sydney River Guide Unit
1st Coxheath Spark Unit

District 3: 14 Units

Dominion Spark/Ember Unit
Dominion Pathfinder/Ranger Unit
5th New Waterford Guide/Pathfinder Unit
1st Dominion Trex Unit
1st Cape Breton Coastal Ranger Unit
4th Glace Bay Ember Unit
4th Glace Bay Guide Unit
2nd Coastal Pathfinder/Ranger Unit
31st Ontario 2027 Independent Trip Unit
5th New Waterford Ember Unit
5th New Waterford Spark Unit
1st Dominion Guide Unit
3rd Glace Bay Spark Unit
4th Glace Bay Pathfinder Unit

District 4: 5 Units

Antigonish
Spark/Ember/Guide/Pathfinder/Ranger Unit
Pictou Guide/Pathfinder/Ranger Unit
Pictou Spark/Ember Guiding Unit
1st Stellarton Spark/Ember Unit
1st Stellarton Guide/Pathfinder Unit

District 5: 14 Units

1st Parrsboro Spark/Ember/Guide Unit
Springhill Spark/Ember/Guide/Pathfinder
/Ranger Unit
1st Amherst
Spark/Ember/Guide/Pathfinder/Ranger Unit
31st UK 2027 Independent Trip Unit
Maplewood-Colchester Ranger Unit
1st Tatamagouche Spark/Ember/Guide
/Pathfinder/Ranger Unit
1st Truro Spark Unit
1st Truro Ember Unit
2nd Truro Guide Unit
1st Bible Hill Spark Unit
2nd Bible Hill Pathfinder Unit
2nd NS GATHER 2024 Provincially Sponsored
Trip Unit
1st Brookfield Ranger Unit
33rd UK 2026 Independent Trip Unit
5th Bible Hill Ember Unit
1st Wallace Spark/Ember/Guide Unit
1st Brookfield Spark/Ember Unit

District 6: Mt. Uniacke - Coldbrook – 23 Units

1st Carter Spark/Ember Unit
3rd Carter Ember/Guiding Unit
3rd Carter Ranger Unit
1st Ardoise Spark Unit
1st Windsor Forks Spark/Ember Unit
1st Windsor Forks Guide/Pathfinder Unit
1st Falmouth Guide Unit
Port Williams Sparks Unit
Port Williams Ember Unit
1st Port Williams Guide Unit
1st Wolfville Ember Unit
1st Wolfville Spark Unit
1st Wolfville Guide Unit
1st Wolfville Pathfinder/Ranger Unit
2nd New Minas Ember Unit
1st New Minas Guide Unit
1st New Minas Spark Unit
1st Kentville Spark Unit
1st Kentville Ember Unit
1st Kentville Guide Unit
1st Kentville Pathfinder Unit
1st Kentville Ranger Unit

Appendix C: New Districts

District 7: Berwick to Annapolis – 11 Units

1st Berwick Spark Unit
1st Berwick Berwick Ember Unit
1st Berwick Guide Unit
1st Berwick Pathfinder Unit
1st Meadowvale Guide Unit
1st Greenwood Spark Unit
2nd Greenwood Ember Unit
Wilmont Guide/Pathfinder/Ranger Unit
Wilmont Spark/Ember Unit
1st Fundy View Trex Unit
1st Bridgetown Spark/Ember Unit
2nd Coldbrook Guide Unit

District 8: Digby – Yarmouth – 9 Units

1st Digby Spark Unit
1st Digby Ember Unit
1st Digby Guide/Pathfinder/Ranger Unit
1st Carleton Spark Unit
1st Carleton Ember Unit
1st Carleton Guide Unit
1st Yarmouth Spark Unit
1st Yarmouth Guide Unit
1st Yarmouth Pathfinder/Ranger Unit

District 9: South Shore – 19 Units

1st Western Shore Spark Unit
1st Western Shore Ember Unit
1st Western Shore Guide Unit
1st New Ross Spark Unit
Bridgewater Trex Unit
1st Bridgewater Ember Unit
1st Bridgewater Ranger Unit
1st Bridgewater Spark Unit
3rd Bridgewater Guide Unit
2nd Bridgewater Pathfinder Unit
2nd Bridgewater Ember Unit
2nd Lunenburg Ember Unit
1st Lunenburg Guide Unit
1st New Germany Spark/Ember/Guide
/Pathfinder Unit
1st Hubbards Embers/Guide Unit
1st Liverpool Embers/Guide Unit
1st Shelburne Sparks Unit
1st Shelburne Embers Unit
1st Shelburne Guides/Pathfinder/Ranger Unit

District 10: 21 Units

2nd St Margaret's Bay Guide Unit
3rd St Margaret's Bay Pathfinder Unit
2nd St. Margaret's Bay Ranger Unit
31st Quebec 2024 Independent Trip Unit
1st St Margarets Bay Ranger Unit
31st Ontario 2025 Independent Trip Unit
3rd St Margaret's Bay Spark Unit
3rd St Margaret's Bay Guide Unit
1st St Margarets Bay Ember Unit
1st St Margarets Bay Guide Unit
2nd Timberlea Guide/Pathfinder/Ranger Unit
2nd Timberlea Ember Unit
1st Prospect Ember Unit
1st Prospect Guide/Pathfinder/Ranger Unit
1st Timberlea Guide/Pathfinder Unit
1st Prospect Spark Unit
2nd Timberlea Spark Unit
3rd Hammonds Plains Spark Unit
6th Hammonds Plains Ember Unit
5th Hammonds Plains Ember Unit
4th Hammonds Plains Guide Unit
5th Hammonds Plains Spark Unit
5th Hammonds Plains Guide Unit

District 11: 20 Units

5th Bedford Guide Unit
1st Bedford Ranger Unit
4th Bedford Ember Unit
1st Bedford Ember Unit
1st Bedford Guide Unit
2nd Bedford Guide Unit
1st Bedford Pathfinder Unit
4th Bedford Spark Unit
2nd Bedford Spark Unit
Bridgeview District Ranger Unit
1st Bridgeview Spark/Ember Unit
2nd Bridgeview Spark Unit
2nd Bridgeview Ember Unit
2nd Bridgeview Guide Unit
1st Bridgeview Pathfinder Unit
1st Bridgeview Guide Unit
1st Bridgeview Ember Unit
3rd Hammonds Plains Ember Unit
4th Hammonds Plains Spark Unit
1st Hammonds Plains Pathfinder/Ranger Unit

Appendix C: New Districts

District 12: 22 Units

3rd Halifax South Spark Unit
3rd Halifax South Ember Unit
1st Halifax South Ember Unit
2nd Halifax South Guide Unit
1st Halifax South Spark Unit
31st Belize 2025 Independent Trip Unit
1st Test Trex Unit
3rd Halifax South Pathfinder Unit
Shoreview Pathfinder/Ranger Unit
3rd Shoreview Spark/Ember Unit
3rd Shoreview Guide Unit
2nd Shoreview Spark/Ember Unit
2nd Shoreview Guide Unit
4th Shoreview Spark Unit
1st Windsor Park Pathfinder Unit
1st Windsor Park Ranger Unit
18th Halifax Guide Unit
5th Halifax Spark Unit
31st Europe 2026 Independent Trip Unit
1st Fairview Guide Unit
36th Halifax Ember Unit
36th Halifax Guide Unit
2nd Halifax Spark Unit
27th Halifax Ember Unit

District 13: 24 Units

4th Carter Pathfinder Unit
2nd Carter Ember Unit
3rd Carter Spark Unit
1st Carter Guide Unit
6th Carter Spark Unit
3rd Carter Guide/Pathfinder Unit
6th Carter Ember Unit
4th Carter Ember Unit
5th Carter Guide Unit
4th Carter Spark Unit
1st Carter Ranger Unit
1st Canal Pathfinder Unit
3rd Canal Spark Unit
1st Canal Ember Unit
1st Canal Guide Unit
1st Canal Ranger Unit
1st Tri County Guide Unit
2nd Tri County Guide Unit
Tri County District Ranger Unit
1st Tri County Spark/Ember Unit
1st Tri County Pathfinder Unit
2nd Carter Spark/Ember Unit

District 14: 11 Units

Shoreline Trex Unit
1st Musquodoboit Harbour Pathfinder Unit
32nd UK 2025 Independent Trip Unit
1st Musquodoboit/Jeddore Trex Unit
1st Porters Lake Ranger Unit
2e Unité Ember de Porters Lake
1st Porters Lake Guide Unit
1st Musquodoboit Harbour Ember/Guide Unit
1st Porters Lake Ember Unit
2nd Porters Lake Spark Unit
1st Lawrencetown Ember/Guide Unit
1st Lawrencetown Spark Unit
Preston Spark/Ember/Guide/Pathfinder
/Ranger Unit

District 15: 17 Units

4th Colby Spark Unit
5th Colby Spark Unit
1st Dartmouth Trex Unit
2nd Colby Guide Unit
2nd Colby Ember Unit
3rd Colby Guide Unit
1st Colby Ember Unit
1st Colby Guide Unit
1st Colby Pathfinder/Ranger Unit
1st Forest Hills Ember Unit
2nd Forest Hills Spark Unit
3rd Forest Hills Ember Unit
2nd Eastern Passage Ember Unit
3rd Eastern Passage Spark Unit
1st Eastern Passage Guide/Pathfinder/Ranger
Unit
1st Eastern Passage Ember Unit

District 16: 18 Units

2nd Dartmouth Pathfinder/Ranger Unit
4th Dartmouth Spark/Ember Unit
1st Shubie Guide Unit
1st Banook Guide Unit
1st Shubie Pathfinder Unit
1st Port Wallace Guide Unit
1st Dartmouth Guide Unit
2nd Dartmouth Guide Unit
2nd Port Wallace Ember Unit
1st Dartmouth Spark Unit
1st Dartmouth Ember Unit
2nd Brookhouse Ranger Unit
3rd Brookhouse Ember Unit
1st Brookhouse Ranger Unit
Brookhouse Spark/Ember Unit
2nd Brookhouse Guide Unit
2nd Brookhouse Pathfinder Unit
2nd Brookhouse Spark Unit

Appendix C: New Districts

As we move toward the future, it's essential that area leaders are ready to foster an engaged community of volunteer members. They should come to their roles prepared, with the right training and expectations clearly set. Getting volunteers to step up can be challenging, but it's achievable if we:

Understand Their Motivations and Barriers

Take the time to chat and understand what might be holding them back. Are they feeling overwhelmed, unappreciated, or unsure of what's involved? Finding out more lets us provide the right support.

Personalize the Ask

Frame leadership opportunities around their interests. If someone is passionate about a specific area, suggest they take the lead there. Personal relevance boosts motivation!

Provide Clear and Manageable Responsibilities

Break leadership tasks into bite-sized pieces to make them feel less daunting. Starting with smaller roles can help build confidence.

Establish short-term, clear goals with regular check-ins. Little wins can go a long way in building motivation!

Foster a Sense of Ownership and Impact

Help Guiders see how their leadership can positively affect the girls, our community, and their own growth. Allow volunteers to make decisions within their roles, inspiring accountability, and excitement!

Provide Encouragement and Positive Reinforcement

Recognize Efforts - Celebrate progress and contributions, whether with shout-outs or quiet thanks. It lifts morale and creates a positive environment.

Constructive Feedback - Regularly acknowledge progress and offer supportive feedback. Appreciation goes a long way.

Offer Support and Training

Pair them with experienced mentors who can guide and encourage them

Leadership Training Provide more skill development opportunities, so they feel more confident.

Appendix C: New Districts

Ongoing support

Let them know they aren't alone in this journey.

Make Leadership Roles Fun and Social

Create a Positive Environment - Foster camaraderie through social events and team-building activities.

Incorporate Interests - Align roles with their personal passions when possible.

Give Them Autonomy and Responsibility

Allow flexibility while making sure guiding principles are adhered to. Give volunteers the freedom to approach roles their way—autonomy boosts engagement.

Empower Decision-Making - Encourage initiative within leadership roles to foster commitment.

Create a Culture of Leadership Development

Promote the idea that leadership is a shared responsibility.

Help volunteers see leadership as part of their personal growth journey.

Understand the Bigger Picture

Highlight Personal Growth - Emphasize that leadership brings personal growth benefits.

Create a Sense of Legacy - Inspire them to leave a lasting impact through their leadership roles.

Offer Incentives and Recognition

Consider fun perks or public acknowledgment for those who step up.

Promote Growth Opportunities

Motivating volunteers to take on leadership roles is about understanding their motivations, offering meaningful support, and creating a positive environment. With encouragement, clear responsibilities, and a sense of belonging, we can empower volunteers to embrace leadership roles, leading to a more engaged community and a stronger, more vibrant organization.

Appendix E: New Role Descriptions

District Commissioner(s)

As a District Commissioner, you are the leader of your district team. Your primary roles are:

- Supporting Guiders as they work directly with girls
- Liaising with others in Guiding
- Being a link to the community.
- Supporting initiatives and events aligned with our strategic plan.
- Being an active and engaged member of Provincial Council

As a District Commissioner, you can expect:

- An orientation to your position
- District Commissioner training
- To be supported by the Provincial Leadership team and council
- To develop and enhance skills that can benefit you professionally be added to your resume

Duties of the Position:

You will provide leadership and direction to the district team and provide ongoing leadership to the Guiders in your district by:

- **Communicating and supporting - leadership**, team building, motivating your Guiders, unit visits, recognition, mentorship, feedback
- **Administration** - records management, management of council meetings, risk management
- **Oversight** – orientation, training, financial management
- **Performance Management** – effective communication, addressing concerns, conflict management, effective use of Guiding Essentials and our Membership Procedures
- **Networking** - position support, succession planning, reporting
- **Contributing** – implementing GGCs vision: a better world, by girls.
- **Event execution** – working with your district volunteers to ensure both girl and adult events are occurring that align with our strategic plan

Appendix E: New Role Descriptions

Our Ideal Candidate:

- Is registered and enrolled as an adult member of GGC
- Has an awareness of Guiding and a willingness to learn more
- Enjoys working as part of a team
- Collaborates well with others
- Demonstrated leadership
- Participate in learning opportunities
- Accepts and embodies our Vision, Mission and Values

Responsibilities and Limitations:

- Take appropriate action should a member of your council, a non-member volunteer or caregiver/guardian engage in any action or decision that may harm the organization or compromise the viability of GGC or violate the Code of Conduct.
- Must not borrow money or otherwise indebt GGC. This includes entering into property or equipment leases.
- District Commissioners are not authorized to sign any type of contract or lease.
- Uphold GGC policies and Code of Conduct