



# The

# Signal

Spring 2011



Girl Guides  
of Canada  
Guides  
du Canada

Newfoundland and Labrador Council

*Girl Greatness Starts Here*

## Provincial Annual General Meeting 2011 & World Thinking Day 2011



### Editor's Note

Dear Sisters-in-Guiding,

I hope you had a wonderful Thinking Week within our great Guiding family and that you had a chance to wear your uniform in public as this is a wonderful opportunity to let our communities know that Guiding is alive and well.

The Annual General Meeting is another recurring event which always renews my enthusiasm for Guiding in my province. It is great to see all that is being accomplished all over Newfoundland and Labrador by Guiding members of all ages.

Some of these accomplishments are written about and pictured here, in this issue of your newsletter. For a great look at the Signal in full colour, go to our provincial website and click on "News & Views", then on "Newsletter". Every *Signal* is there back to 2008 as well as a few from 2006 and 2007. Enjoy!

Yours in Guiding,  
**Edith Cuerrier, Signal Editor**

## Sparks at The Rooms!



A unit of Sparks came to The Rooms Provincial Museum in St John's one evening when I was there. They were learning about sea animals and making sea creature crafts. They seemed to really enjoy it!

*Photos and caption by Edith Cuerrier.*

### The Signal

is published three times a year (Winter, Spring/Summer, and Fall) by the Girl Guides of Canada - Guides du Canada / Newfoundland and Labrador Council, and is sent to all registered adult Members and Rangers within the province.

**Deadlines**

15 July for Fall issue  
 15 Nov for Winter issue  
 28 Feb for Spring / Summer Issue

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*Mailed under Canada Post Publications  
 Mail Sales Agreement No. 17080506.*

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Girl Guides  
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 Guides  
 du Canada

## *From Your Provincial Commissioner*

**“No matter how long the winter, spring is sure to follow” ~ Proverb.**

Yes it's springtime, the time of rebirth and re-growth. I still see some white on the ground as I write my message to you but the good thing is the view is from my office window from our headquarters. We are back in our building and we are so grateful. The hills of Pleasantville never looked so good. It has been a hectic year trying to continue Guiding as if we were in our regular offices but thanks to the staff we were able to accomplish it. A special thank you to Joan, Jill and Sharon for making that possible. Without their dedication and commitment to the organization, the business of Guiding would not have been as effortless as they made it seem. It will be a few weeks before the rest of the building is complete but the offices are up and running.



I know that many of you celebrated Guiding at your World Thinking Day activities and it is a time for renewal of what Guiding means to us and our sisters in Guiding around the world.

In this issue, we are including our 2010 Annual Report which captures the fun and celebrations we had in 2010 and also saluting the 100 years we have had in Guiding. We have included as many photos as we could to depict Guiding in the past 100 years. This past year has renewed our enthusiasm and our spotlight has been on the greatness of the organization and our members. Let's not lose that momentum and keep promoting what Guiding can do for girls and women. At our official membership count for the Guiding year 2010/2011, we are showing an increase. This can be attributed to more focus on our re-growth through registration, recruitment, and retention. Many of you have contributed to our success and it is very encouraging to know that we are on the rise again.

I would like to take this opportunity to say a sincere thank you to each of you for National Volunteer Week, April 10-16, 2011. The theme for this year is "Volunteers.... Stars of the Community" and each of you is a star in your community for what you do for Guiding. We have 1133 adult members to date and every one of you have made a difference in the life of a girl. Many of you volunteer directly with girls and others work indirectly to make a difference. We have the honour to make that difference and thank you on behalf of those girls.

Some of you may be aware that the Code of Conduct has been updated which affirms our commitment to ensuring that GGC is a fun, safe and respectful space for all. It was developed after considerable consultation; the revised Code was approved by our Board of Directors in December 2010, and is in effect March 2011. Among the key revisions included in the updated Code of Conduct is that now the policy applies to all Members (both girls and adults) and it has also been extended to all non-member volunteers, employees, and parents/guardians of girl Members. It covers all forms of communication and behaviour (whether personal or online) to ensure fair and respectful treatment of all. Please take the time to familiarize yourself with the new policy and discuss the Code of Conduct with your girls.

Enjoy the rest of your Guiding year and have fun doing so, go well and safely,  
....until next time.

A handwritten signature in cursive script that reads "Judy".

***Judy Shannahan, Provincial Commissioner***



Girl Guides  
of Canada  
Guides  
du Canada

## CODE OF CONDUCT

Revision: December 9, 2010

*This Code of Conduct is an integral part of involvement with Girl Guides of Canada – Guides du Canada (GGC). The Code of Conduct requires all Members, all volunteers, all employees, and all parents and guardians of Members to:*

1. Refrain from words, actions and behaviour – in any medium -- that demonstrate disrespect for other Members, volunteers, employees, or the family members of such individuals.
2. Uphold GGC's reputation and integrity by ensuring that their conduct, whether in person, online, or otherwise, brings honour and dignity to GGC.
3. Be vigilant in ensuring an environment that is safe and protects girl and adult Members, volunteers and employees from emotional, physical, verbal and sexual abuse.
4. Respect other Members', volunteers' and employees' rights to privacy and the confidentiality of their personal information.
5. Act with honesty and integrity when dealing with property, monies and any other assets belonging to GGC.
6. Respect and abide by the laws of Canada and of the relevant Province or Territory.
7. Treat Members, volunteers, employees and Members' families fairly, knowing that GGC does not tolerate unlawful discrimination on the basis of race, national or ethnic origin, citizenship, colour, religion, sex, age, mental or physical ability, political beliefs, socio-economic status, healthrelated status, sexual orientation, marital status, or any other grounds enumerated in the human rights legislation of the jurisdiction in which the individuals involved are located.

*In addition, Members, volunteers and Employees will:*

8. Subscribe to the principles of the Promise and Law of GGC and adhere to GGC's bylaws, policies and procedures.
9. Fulfill their roles and responsibilities as stated in their position descriptions (where applicable) and act within the limitations of their authority in the discharge of their duties.
10. Diligently maintain the confidentiality of any information regarding GGC that they have obtained in the course of performing their roles in Guiding and that is not generally available to the public.

Girl Guides of Canada-Guides du Canada reserves the right to take action regarding any breach of the Code of Conduct.

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Print Name

Signature

Date: \_\_\_\_\_

Hello my Sisters in Guiding,

At an area AGM in February I gave a talk that contained my conception of a list of Guiders' Resolutions. After the AGM I was asked to make this list available to Guiders, on reflection I realized that these resolutions or goals are something that we can be aiming for all year.

### **A Guider's Goals**

1. As our girl Members look to me for leadership and guidance I will be the best role model I can be for them.
2. I will treat my fellow Guiders with respect. I will know that to compromise is not a sign of weakness but comes from a place of strength.
3. I will meet deadlines to my parent council, for example: membership fees and cookies.
4. I will strive to take some Training Sessions so that I can learn new things and open my mind to new ways of performing my Guiding duties.
5. In honour of Thinking Day I will learn more about WAGGGS the World Association of Girl Guides and Girls Scouts; I will share this knowledge with the girls.
6. I will try to include more "active" games and activities in my meetings to help with the physical fitness requirements of my Unit Members.
7. I will strive to look at change as an opportunity or challenge, rather than a threat.
8. I will provide our girl Members with opportunities to "shine" and take on responsibilities appropriate to their level of development.
9. If I am having a problem I will take it to my commissioner for help before it gets enormous.
10. I will get outside the meeting hall and enjoy the great outdoors. Whether it is hiking, camping, or jumping rope outside, it is special and, to quote our Founder Lord BP, Guiding is a "jolly game played largely out-of-doors."
11. I will respect my natural environment and model this behaviour to the girls.
12. I will be joyous! I will have fun and dance and sing, even if I can't carry a tune, and I will be grateful for the opportunities and delights that Guiding brings me.

If we try to follow through on these Guiding goals then we will be doing a wonderful job of laying down a solid foundation for the future of Guiding in this the first year of a new Guiding century in Canada.

***Germaine Fisher, Deputy Provincial Commissioner***

### **A Reminder about Respect**

## **RESPECT - everyone deserves it!**

**Recognize** the inherent worth of all human beings.

**Eliminate** derogatory words and phrases from your vocabulary.

**Speak** *with* people – not at them...or *about* them.

**Practice** empathy. Walk awhile in others' shoes.

**Earn** respect from others through respect-worthy behaviours.

**Consider** others' feelings before speaking and acting.

**Treat** everyone with dignity and courtesy.

# Annual Presentations and Awards 9 April 2011



**NEWS FLASH**  
**Sarah Hawkins**  
 has been appointed to a three year term on the National Governance Committee.  
**Congratulations!**



Girl Guides of Canada  
 Guides du Canada

## ***In the Company of Powerful Women...***

Back on December 16, the Witless Bay Pathfinders and Rangers visited the House of Assembly of Newfoundland and Labrador, completed a tour and met with Ferryland District MHA, Keith Hutchings and Newfoundland and Labrador's first female Premier, Kathy Dunderdale



(back row center). The group then stayed for the 1:30pm session of the House of Assembly where their presence was noted by the Speaker of the House, Roger Fitzgerald. The girls were quite impressed by the visit and they had the chance to witness the House close for the session which brought a special visitor, the Lieutenant Governor, the Honourable John Crosbie.

Back row (from L to R): Kelly Swain, Pathfinder & Ranger leader; Patricia Dunn, Pathfinder leader; Kimberly Curtis, Pathfinder & Ranger leader; PC MHA Keith Hutchings; Premier Kathy Dunderdale; Renai Mclsaac, Pathfinder; Molly Houlihan, Ranger and Kayla St.Croix, Ranger. Front row (from L to R): Leanna Collins, Pathfinder; Mallory Dunn, Pathfinder; Madison Curtis, Pathfinder and Keesha Power, Pathfinder.

***Photo and story submitted by JoAnne Taylor, Guider.***

## **Sisters In Guiding**

I am Kim Lane, a Brownie leader in the Central Trefoil, Centennial District. During the month of August, I spent a few days with my sister-in-law in St. John's. We went on a tour of Signal Hill. I noticed a small group of women where 2 out of 3 of them were wearing the 100th Anniversary Guiding t-shirt, so I introduced myself. We had a great conversation about the Girl Guide Movement. I did not realize who the ladies were, but soon found out that I had the opportunity to meet our Provincial Commissioner, Judy Shannahan, her deputy, Rosalind Pratt and Avril Phillip, a member of National Council who was visiting our province at the time. It was great to meet them!



***Story and photo submitted by Kim Lane, Guider.***

# Let's Continue To Talk About TEAM



First of all TEAM stands for Training and Enrichment for Adult Members. The TEAM program is presented as modules which Guiders can complete at trainings or some are available online through E-learning. ALL guiders can participate in these trainings.

**Below are a few examples of the modules that are offered through TEAM.**

**Building Strong Teams** – This module will give you an understanding of what a team is and how it works. It will cover the skills you need to improve the teams you lead or of which you are a member.

**Conflict Management** – This module helps you develop a personal understanding of conflict: causes, symptoms and solutions, and gives you the skills to effectively manage conflict.

**Communicating With Girls** – This module introduces you to effective communication skills and techniques that would be helpful in your unit. It also gives you the opportunity to practice effective and age-appropriate communication.

**Volunteer Management** – Understand why people volunteer, what people want from volunteering and how you as a team leader, can help volunteers achieve these things in order to make them strong team members.

**Time Management** – Learn the skills to effectively manage the time you spend Guiding.

**Dramatic Arts** – This module helps you understand the importance of including dramatic arts in your regular program. Learn some of the styles of dramatic arts such as puppetry, role playing, drama games, mime, improvisation and storytelling.

A full listing of the modules can be found on the Girl Guides of Canada-Guides du Canada National website. Contact your Area Training Coordinator or Area Commissioner for information about upcoming trainings in your area.

Trainings are a great opportunity to learn new things, meet new people and most of all have fun.

**Heather Courage**  
**Provincial Training Adviser**

# Picture Plant Weekend



**October 21-23, 2011 at Camp Hancock, Gambo**

The Picture Plant Weekend is a weekend designed for Guiders to build and grow in their own values. The context of the weekend will come from the T.E.A.M. enrichment modules. Picture Plant 2011 will focus on activities and values for those who enjoy the outdoors.

Camp Hancock is located on a picturesque site in Central Newfoundland. The heated accommodations include beds with foam mattresses and flush toilets.

Cost: \$90.00

TO APPLY: Guider has to have the following criteria completed:

- Be a Registered Member
- Safe Guide
- 5 years Guider experience

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Please do NOT send any money with your application. You will be notified when money is due. Please complete the registration form and mail back or email to: Kay Graham, Box 80 Site 19, Burin, NL A0E 1E0 [Kay.graham@persona.ca](mailto:Kay.graham@persona.ca)

# Great Guider Getaway

**Aug 19 – 21**

**Time to recharge those batteries before the new Guiding year begins  
with a weekend of camping & friendship!**



Location to be determined

More details to come on Facebook

(search for Cindy MacDougall – the one with the Trefoil!)

Don't use Facebook? contact Cindy at 466-1852 or [cindymacdougall@hotmail.com](mailto:cindymacdougall@hotmail.com)

Open to all adult members, no camping experience necessary



# Little Dresses For Africa

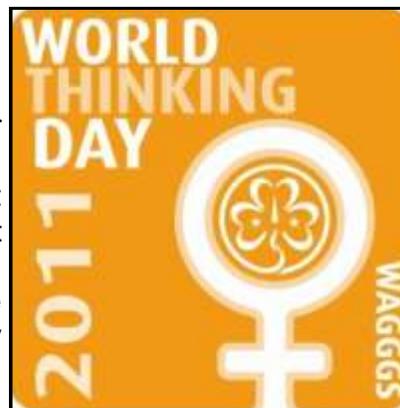
Units from Lake Melville District and members of the Big Land Trefoil Guild have been busy stitching up a storm. The concept is very straightforward. Simple dresses are made out of pillow cases and distributed through the orphanages, churches and schools in Africa to let little girls know that they are worthy! The 1st Happy Valley Rangers were the first to make these dresses. The girls learned simple sewing skills in the process and nine dresses were made. The girls decided to send the dresses to Africa via one of the Ranger's brothers who was traveling to Benin, Africa as part of the Canada World Youth program. The Big Land Trefoil Guild also made seven or eight of these dresses. Other units in the district also have plans to make some *Little Dresses for Africa*. Only basic sewing skills are required and the resulting dresses are so cute and will grow with the child and fit her for a long time. Some units are even talking about sewing on pockets and filling the pockets with some hair barrettes and new underwear. Be sure to check out the website [www.littledressesforafrica.org](http://www.littledressesforafrica.org) for instructions on how to make these cute and simple dresses and where to send them.

**Photos and story submitted by Kelly Norman, District Commissioner, Lake Melville.**



## “I Promise to....be a Friend.”

‘Thinking of Thinking Day’ was the theme of our Brownie Unit meeting the week before February 22 this year. It was intended that the girls would learn more about what Thinking Day really means in the Girl Guide world – not just as the day that we celebrate the birthdays of our founder, Lord Baden Powell, and his wife. EMPOWERMENT: the theme of this year’s Thinking Day Week, as established by WAGGGS, was a great starting point for planning.



Imagine being told that it’s ok to stand on chairs, run around and under them, and yell as loud as you can during a meeting! Oh, the girls had such fun! Then, imagine the faces of those same girls when they hear their leader, during a skit on friendship, yell,

“NO! I don’t want to play your stupid game! That’s just lame!”

Boy, did they get thinking on what it means to be a friend! And, they got some real insight into how much power THEIR words and actions have on others.

Don’t worry....their skits were filled with greeting a new girl with open arms and friendly words – and sharing their toys, time and smiles. They know their promise well – and know how to live it!

I came into this Brownie Unit back in September, 2010, as a new Guider – not new to Girl Guides – just this Unit. I knew the ladies I would be working with, but not really well. My daughters are older than theirs. Their daughters are the same age as each other. Their daughters have come up through school together. The ladies have been Guiders, together, for a number of years – at least five years. They talk about shared experiences from past camps in which ‘you had to be there’ is the most descriptive phrase. They seem to be thoroughly enjoying their Guiding experience and plan to keep on doing so for some time.

Amongst all this laughter in remembrance and camaraderie, built on time shared spent happily leading young girls, you would think that I would feel left out.

Not one bit.

Connie and Karen have welcomed me, and the other new leaders, with open arms and have truly made everyone feel like we’ve always been together – always been “Sisters in Guiding.”

Is it the goal of the program that creates such a united spirit in Guiders? That we’re all working toward giving the girls the best experience we can? Is this the type of personality that is attracted to GGC – one that truly understands the concepts of leadership, camaraderie, honour in taking care of the world around us, etc.?

I really can’t answer those questions except to say that Girl Guides has been around for over 100 years, so something must be working.

But I do know that some of my very best friend are Guiders, and past Guiders, with whom I’ve laughed with, cried with, shared my tent with, not to mention overcoming trials of endurance together.

Marylyn, for instance, allowed me to yell and scream bloody murder to her  $\frac{3}{4}$  of the way up Gros Morne Mountain, hugged me and cried with me in jubilation when we reached

*(Continued on page 13)*

*(Continued from page 12)*

the top. Then she stood side by side with me, in awe of the vastness and glory of nature, as a straight wall of fog stretching from the ground to high above the plateau of the mountain, swept clean across the valley before our eyes and engulfed us in its milky dampness.

There are those friendships which have developed over time, from when I was the girls' leader and they babysat my daughters to a time now when I attend their weddings and they lead with me. Some I have not seen in years – and you know the story: started up again right where we left off as if no time had passed since we last saw one another. Some, like Marylyn, I have become best friends with as soon as we met.

Lots of new trainings are available to Guiders now via [girlguides.ca](http://girlguides.ca) and in person. Many are necessary; some are interest-based.

But I believe the value of friendship, and the acquisition of friends, is the core of what Girl Guides offers women. And, I think it should be emphasized more. Friendship is a constant – whether new or old. It is dependable and trustworthy, ever-ready and all-encompassing.

I often recall an incident with my two-month-old daughter. Seven pm and she was just sobbing in my arms. I cried along with her – unable to console her at all. A Guider telephoned to ask my help in solving a problem. I could not hide my strife, though I tried.

She asked, "Are you ok?"

I whimpered, "Yes,"

"No you're not," she returned. "I'm coming over."

I could not believe my eyes when, three minutes later, she walked in my front door, sat beside me on the couch and hugged me. I thought we had squished poor Erin.

"Now," she ordered, "you give me the baby and you go make yourself a cup of tea. This is just her fussy time and she needs to be swaddled and rocked. And you need a break."

Dale wasn't a close friend at that time, we were simply co-Guiders working toward a common goal – not even in the same unit.

In that instant she became a lifelong friend.

I hardly ever see her now, twelve years later. But when I do we always smile, knowingly, through shared experience. She came into my life and was a friend when I needed one.

And you KNOW we all need friends. I hope you all have "made new friends" and have kept "the old." I hope you all have been that friend that Dale was to me – and I hope you all have a Dale when you need her most. For me, that friendship is the core element of Girl Guides – not only for the girls, but us ladies as well.

**Dedicated to** (in no particular order): Dale, Cindy, Pat, Marie, Jo (England), Christina (Ontario), Judy, Cindy (Nova Scotia), Marylyn, Ada, Kym (New Zealand), the Heathers and all my other dear friends (I sure hope you know who you are, I just don't have the space to write all your names here)!

You are all "my Sisters in Guiding."

**Linda Tibbo, Guider**  
**2<sup>nd</sup> Pasadena Brownies**  
**February 18, 2011**

## Provincial Commissioner

**This is an exciting opportunity for a Member to volunteer her time to be the leader of her province and Chair of the Provincial Council.**



**Girl Guides  
of Canada  
Guides  
du Canada**

### WORK OF THE POSITION:

The Provincial Commissioner provides leadership in the design and implementation of the provincial Operational Plans that support the Strategic Plan of Girl Guides of Canada-Guides du Canada. In her role on the Provincial Committee of the Board of Directors, she has input into decisions that support the implementation of policies and programs at the National level of the organization.

### In your role you will have the opportunity:

- \* To implement the work of the Province, preside at Council and executive committee meetings, encourage and support the Council, be a member of the Provincial Committee a committee of the Board of Directors, advise on issues, champion decisions, provide key messages and solicit consultation as needed
- \* To provide support at all levels of Guiding throughout the province and to support Provincial Advisers in their work with National Networks
- \* To promote Guiding through public speaking, media relations and external networking
- \* To create and maintain a positive climate within all relationships and for effective operations
- \* To vote in the Board of Directors elections
- \* To work in collaboration with the provincial executive committee and staff to administer Guiding in the province within the policies of the organization
- \* To work closely with the Deputy Chief Commissioner – Provincial
- \* For personal growth, to enhance your existing skills and develop new ones

We ask that your commitment be for three (3) years. It is expected that you will participate in three face-to-face meetings per year and conduct most of the work of the position through teleconference and Email.

*(Continued on page 15)*

(Continued from page 14)

**We are looking for applicants who possess the following:**

- \* Experience in, knowledge of and a passion for Girl Guides of Canada -Guides du Canada
- \* Ability to see and appreciate the issues in context of the nation-wide picture
- \* Effective and proven leadership skills
- \* Appreciation and understanding of risk management and experience with conflict resolution
- \* Commitment to maintaining a positive image of the organization
- \* Ability to chair meetings and solicit views, opinions and advice
- \* An aptitude for thinking critically, methodically, analytically and procedurally and ability to make decisions
- \* Ability to work with a team and independently
- \* Initiative
- \* Excellent communication and organization skills
- \* Strong oral, written and comprehension skills
- \* Computer skills - E-mail, sending and receiving attachments, Windows and common Microsoft applications
- \* Ability to communicate effectively via teleconference and E-mail.

**Deadline for applications to be received: July 31, 2011**

**Please send your application form by email to: provoffice@ggcnf.org or by mail to:**

**Sylvia Barrett, Chairperson, Nominations/Search Committee, 171 Pennywell Road, St. John's, NL A1C 2L7.**

**For any questions please contact:**

**Sylvia Barrett – (709) 753-3876**

**A full position description will be provided for those interested in the position.**

**Provincial/ Commissioner - Application**

***We protect and respect your privacy. Your personal information is used to communicate within our organization. We do not provide or sell this information outside our organization. For further information, see our privacy statement at ([www.girlguides.ca](http://www.girlguides.ca)).***



Girl Guides of Canada  
Guides du Canada

**GIRL GUIDES OF CANADA-GUIDES DU CANADA  
APPLICATION FOR POSITION OF PROVINCIAL COMMISSIONER**

Application must be typed.  
 This document must not exceed 4 pages or use a font of less than 10-point size.

**NOTE:** you may delete these instructions to give more room on the form  
 It can be retrieved from the following e-mail address:

[provoffice@ggcnf.org](mailto:provoffice@ggcnf.org)

The Application package includes the Position Description for the Provincial Commissioner.  
 Please make sure you have this to make an informed decision to apply.

**APPLICATIONS EXCEEDING 4 PAGES IN LENGTH WILL NOT BE ACCEPTED.**

E-mail your application to [provoffice@ggcnf.org](mailto:provoffice@ggcnf.org) or Mail or deliver to:  
 Chairwoman Nominating Committee  
 c/o 171 Pennywell Road  
 St. John's, NL A1C 2L7

**FAXED APPLICATIONS WILL NOT BE ACCEPTED**

Completed form must reach the Provincial Office by: **July 31, 2011**

{just hit the F11 key to move from field to field on this document}

NAME:

First	Initial	Last	(Informal Name)
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iMIS # \_\_\_\_\_

TELEPHONE:

Home #:	(H) Fax #:	(H) E-Mail:
_____	_____	_____

Work #:	(W) Fax #:	(W) E-Mail:
_____	_____	_____

Please provide an up-to-date iMIS profile.

LANGUAGES:

Spoken	<i>Understood</i>	<i>Written</i>
_____	_____	_____
_____	_____	_____

**RELEVANT VOLUNTEER/BOARD/GOVERNANCE EXPERIENCE:**

<i>Outside Guiding</i>	<i>Position/Major Responsibility</i>	<i>Dates (yy/mm)</i>
_____	_____	_____
_____	_____	_____

**EMPLOYMENT EXPERIENCE:**

<i>Employer</i>	<i>Position/Major Responsibility</i>	<i>Dates (yy/mm)</i>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

**SKILLS/EXPERIENCE RELATING TO PROVINCIAL COMMISSIONER POSITION:** (e.g. Province Council/Committee/Leadership, Governance, Communication, Financial, Legal, Public Relations, Fund Development etc.)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**WHAT OPERATIONAL PLANNING EXPERIENCE HAVE YOU HAD WITHIN GUIDING, VOLUNTEER OR BUSINESS LIFE?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**EDUCATION/TRAINING BACKGROUND: (Supplemental to iMIS profile)**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**AWARDS EARNED OUTSIDE OF GUIDING:**

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**1. What personal attributes would make you a good Provincial Commissioner?**

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**2. As Chairwoman of the Provincial Council you will be called upon to provide leadership to the Council. How would you describe your leadership style?**

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**3. Shared leadership is a critical element. Describe a shared leadership experience with which you have been involved.**

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**4. What do you see as the important issues facing Guiding in the Province, and how would you like to address them?**

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5. How do you envision maintaining a positive relationship, and liaising with a) The Board of Directors, b) The Provincial Committee of the Board, c) The Provincial Council and d) Staff?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

6. Describe three (3) things that would be most important to you to accomplish over your term as Provincial Commissioner.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

If short-listed and interviewed for this Position, three (3) references, not related to you, will be contacted. Two of these references must be from within Guiding and have knowledge of your qualifications and your capacity to perform the role of Provincial Commissioner. Please list these three (3) references below, complete with mailing addresses.

	NAME	ADDRESS	CONTACT NO'S:	IN WHAT CAPACITY KNOWN? FOR HOW LONG?
1.	_____	_____	W: _____	_____
		_____	H: _____	_____
		_____	F: _____	_____
2.	_____	_____	W: _____	_____
		_____	H: _____	_____
		_____	F: _____	_____
3.	_____	_____	W: _____	_____
		_____	H: _____	_____
		_____	F: _____	_____

Please Note: A Curriculum Vitae/Résumé could also be attached, if desired.

# Norman's Cove Guides in Pictures...



Photo 1: In October, members of the 1st Norman's Cove Guide Company participated in the Yellow Fish Road project in their community. They painted 17 yellow fish near storm drains as reminders not to pollute our water sources. The girls had a lot of fun and really enjoyed the project.



Photos 2 and 3: On our Districts outing to Lesters Farm in October, the girls had a wonderful time visiting the farm and also earning their farm badge!



Photos 4 and 5: Our Guides learned to use chopsticks on Chinese night. We invited the Sparks in to teach them all about China. We learned some Chinese symbols, acted out a play, did a dragon dance and of course, ate some noodles!

*Photos and captions submitted by Stephanie Tucker, Guider, 1st Norman's Cove Guide Company, District Commissioner, Green Grange District, Deputy Area Commissioner, Eastern Bays Area.*



## Corner Brook Toy Drive



Last Christmas, our Ranger unit helped out with the Firefighter's Annual Toy Drive. We raised \$650 but the biggest part of our job was to help sort the toys by age and gender, and cleaning up after Christmas. It was a nice change to actually get involved with the organization and see, first-hand, how much effort and work has to be put into a project like this. We felt really good about helping families and it was comforting to know that children who may not have gotten much for Christmas would wake up to presents under the tree. **Story by Caitlin Neil, President, 8th Corner Brook Rangers. Photos submitted by Eileen Andrews, Guider.**

Rangers presenting a cheque to Firefighter Alex Chaulk for the Corner Brook Toy Drive.

# Busy in Cormack District



Guides and Pathfinders of the Cormack District (Clareville, Random Island and Musgravetown) were invited to attend a joint sleepover in Clareville. Approximately 20 girls and 6 leaders (from three of the four groups) attended the 24-hour event. From all reports, the girls and leaders had a good time.

We completed the NL 100<sup>th</sup> Anniversary History challenge. Our NL Christmas themed activities included making miniature ugly sticks, homemade Christmas cards, and napkin rings for seniors' home as a service project, making shortbread cookies, playing games that would have been played in the past, eating traditional Newfoundland foods including toutons, bologna and traditional turkey dinner with all the trimmings. We had several girls who were born outside NL so we held an age appropriate "screech-in" using purity syrup, eating bologna and kissing the cod (piece of salt fish in a baggie). (Photos at left.)

The Clareville area (approx 83 girls and their leaders) of Cormack District recently held a Thinking Day "concert" as a bridging event instead of the rally that has been held for many years. The girls sang Guiding songs, did skits and the Brownie group did the Founding of Guiding participation story for the other girls and their parents. The Sparks dressed up for the event as green frogs for "Gloop Glop went the little green frog" or as "little ladies" for "Aunty Monica". All units had been busy collecting their change and aiming for the Fiver for Friendship, and we accepted donations from parents as well for the CWFF. Along with the slightly over \$100 in donations, the girls and leaders brought in over \$720 for the CWFF. (Photos at left and below.)

**Photos and stories submitted by Barbara Reid, Cormack District Commissioner, Eastern Bays Area Secretary.**



# International Travel 2011

## Selected for Nationally Sponsored Trips:

### Swiss Adventure, Our Chalet, Switzerland

Kayla St. Croix, Ocean's Edge Area

Laura Nurse, Con-Ba-Su Area, National Alternate

Denise Veber, GUIDER, Tuckamore Area

Kim Norman, GUIDER, Ocean's Edge Area, National Alternate\*

\*Kim has regretfully declined this opportunity.

### Friendship Session, Our Cabana, Mexico

Faith Ford, Con-Ba-Su Area

### Honduras Adventure

Emma Watson, Tuckamore Area

Madeleine Luke, Tuckamore Area

### Provincially Sponsored Trip:

Applications from five areas were received as well as three adult applications. Final selections are ongoing at this time.



*The Selection Committee were particularly impressed with the quality of the references received this year, and would like to send a sincere thank you to the Guiders, friends, teachers, employers, and others who took the time to write references that were thoughtful, descriptive, and comprehensive. It truly does make a difference.*

In the next issue of the Signal you will be introduced to the new Provincial International Adviser.

I have had a wonderful five years.

I have been awed by the talents and abilities of our international travellers and have vicariously travelled with them in the reports and photos they have sent me on their return.

I have been blessed with an enthusiastic and talented committee of area advisers, and have enjoyed the challenges and camaraderie I have found being part of the Provincial Council.

A special thank you goes to my Provincial Selection Committee whose generosity with their time and expertise has made it possible to send so many girls and adults on international adventures.

Thank you all, Nita

# World Thinking Day 2011

## “empowering girls can change the world”

We hope everyone is continuing to support the “Fiver for Friendship” campaign as a way to increase donations to the Canadian World Friendship Fund (CWFF).

A portion of our donations goes to the World Association of Girl Guides and Girl Scouts (WAGGGS). This year, as part of its theme of ‘empowering girls can change the world’, WAGGGS has selected five countries (one from each region) to highlight and support financially. These five countries are Bolivia, Cyprus, Democratic Republic of Congo, Nepal, and Yemen. With funds raised through World Thinking Day, one young woman in each of the five countries will receive a scholarship from the Fund to attend the Young Women’s World Forum in March, 2011.

**If you haven’t done so already, please send your pennies (nickels, dimes, quarters, loonies and toonies!) in to your area so they can forward them to the Canadian World Friendship Fund (CWFF).**



And, as always, we would love to hear how you celebrated Thinking Day this year. If you did something fun, something different, or continued a tradition, send your area adviser a short report and/or a photo.

## Disaster Relief and Support for Guiding Countries

As this goes to press, we are once more saddened by a natural disaster affecting our sisters in Guiding, this time in Japan. And always the question arises “how can we help?”

For immediate disaster relief (food, water, shelter, medical help), a donation to a recognized disaster relief agency such as the Canadian Red Cross or Médecins Sans Frontières is the most effective route.

Money donated through the Girl Guides of Canada Canadian World Friendship Fund (CWFF) will go to the Guiding organization of that country to help rebuild Guiding. The money might be sent through WAGGGS, particularly when the organizational structure and/or banking have been disrupted in the affected country.

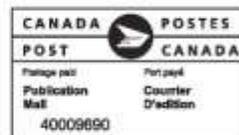
(A message from the Girl Scout Organization in Japan, the headquarters of which is intact and functional, indicates that donations will be used for rescue and recovery in the most affected areas of the country.)

Donations to the Canadian World Friendship Fund can be earmarked for a specific purpose such as disaster relief in Japan. Donations can be made at any time of year.



# Canada (BC) wins the

# Olave Award



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