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# Monday Memo



NOVA SCOTIA FEDERATION  
OF MUNICIPALITIES

## 2025 NSFM SEASONAL PHOTO CONTEST

### Capture the Beauty of Your Municipality This Spring & Summer!

NSFM invites municipalities to capture and share the unique charm of their communities through stunning seasonal photography. Selected images may be featured on the NSFM website, across our social media platforms (LinkedIn, Facebook, X/Twitter, Instagram, Bluesky), and in key publications such as the NSFM Annual Report, *Municipal Observer*, and *Atlantic Municipal Magazine*.

#### How to Enter:

Submit one high-resolution (300 dpi) photo that highlights the spirit of your municipality during the spring or summer seasons.

**Deadline:** August 29 @ 4:00 pm

Email entries to: [communications@nsfm.ca](mailto:communications@nsfm.ca)

All eligible submissions will be entered into a draw to win **one free registration** to NSFM's Fall Conference — a prize valued at **\$750**.

**Showcase your community. Share your pride. You could win!**

## NEW & NOTEWORTHY



### Prevention Academy

NSFM is pleased to advise that the [Strong Cities Network](#), in collaboration with the [Canadian Centre for Safer Communities](#) and the [Foundation for a Path Forward](#), and with funding support from Public Safety Canada, is launching a **Prevention Academy** for small and mid-sized Canadian municipalities. Municipalities from **NSFM have been invited to participate in this learning opportunity and we are seeking five elected municipal leaders to enroll.**

- Time commitment: 1.5 hours at least twice a month, with some months requiring weekly attendance (will be shared well in advance), attendance at in-person session in Toronto in December 2025 and possibly a second in-person session in the spring of 2026
- Accommodation and travel costs covered by Prevention Academy
- Deadline to apply: August 15
- More info: [click here](#)
- To apply: [imorrison@nsfm.ca](mailto:imorrison@nsfm.ca)

## EMPLOYMENT OPPORTUNITIES



### NSFM is currently hiring for:

The position of **Grant Coordinator** with the Sustainable Communities Challenge Fund. To learn more and apply, please visit: [Click here](#)

## NEWS

[Residents worried about proposed CBRM copper mine](#)

[Digby warden wants action from province to fix roads](#)

[Hfx councillors decry 'misinformation' from mayor, saying it undermines public trust](#)

[Lunenburg to get feedback on rezoning for possible 65 unit apartment building](#)

[New arena project in Baddeck, N.S., still awaiting federal funding](#)

[Ottawa makes good on promise to tolls, ferry fares](#)

[Pictou mayor hopes for better N.S.-P.E.I. ferry reliability](#)

[Voluntary water conservation measures in Antigonish](#)

[What Canada could learn from the tragic consequences of the Texas flash flood](#)

## FUNDING

### Opportunities for Empowered Municipal Growth

The NSFM Funding Database is a centralized resource dedicated to our members to help find municipal funding opportunities. A monthly funding update will also be communicated, outlining deadlines and information sessions. Click [here](#) to see the latest updates on the **Municipal Funding Database**.

- [Homelessness Reduction Innovation Fund](#) added to the database. Funds innovative, community-driven projects that pilot, test and scale new solutions to reduce or prevent homelessness in Canada
  - Application Deadline: August 15, 2025
- The call for applications for the [National Anti-Racism Fund](#) (Project Grants stream) has been extended to August 29, 2025

### FCM Funding Opportunities

FCM has you covered with the right type of project funding. Review the [grant page](#) for funding opportunities available for planning, studies, and pilot projects.

## PROGRAMS

### Launch: HR Covered

The NSFM is pleased to announce a new affinity program with [HR Covered](#). HR Covered is the largest Canadian-owned HR service provider in the country. They offer our municipal units HR experts who help make managing people and processes simple and cover all avenues, at a fraction of the cost. Backed by the extensive experience of certified and qualified HR leaders, HR Covered is the most sought after HR solution in the country. Municipal units in Nova Scotia now have access to great HR offerings at **no-charge** (the following services are **free** to municipal units), including:

- Unlimited access to the HR Hub document library containing 1000+HR documents, policies, and forms: to access, simply [register here](#)
- Access to engaging webinars on various HR related topics, explore the [webinar schedule](#) and sign up for events of interest
- Compliant policy manual to protect your organization
- HR Covered will create and review your new manual, address legislative compliance, and pinpoint any HR vulnerabilities; [book a meeting](#) to get your **complementary policy manual** created today
- [Click here for more information](#)

In addition, HR Covered offers a range of unlimited access services, for a preferential rate. More information, review the [HR Covered Core Services Document](#).

- Custom Document Creation
- Occupational Health & Safety Support
- Employment Law Advice, Documentation and Support from Employment Lawyers

More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

**HR Covered is a [program partner](#) of NSFM**

## Dig Into the Latest Cost Trends

The [NSFM/Canoe Procurement Program](#) partners with a diverse range of suppliers. [Gordian](#), an approved supplier, is a leading provider of building solutions and construction data. [Gordian's Construction Data and Insights Resource Hub](#) is a comprehensive collection of insights designed to help you budget, build, and maintain your capital-intensive assets with confidence. Gordian fuels more new construction, upgrades, and maintenance projects than any other provider. Data experts dedicate over 30,000 hours annually to analyzing cost trends for key construction materials, ensuring municipal units have the information needed to make informed decisions and achieve superior project outcomes. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## Bulk Fuel

The [NSFM/Canoe Bulk Fuel Program](#) unlocks unparalleled cost-effectiveness and reliability with a nationwide network of fuel providers at preferred pricing. Designed for organizations with substantial fuel needs or those situated in remote areas, the program ensures fuel availability, cost predictability, and dependable scheduled deliveries, ultimately reducing downtime and enhancing operational efficiency. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## NSFM/Canoe Drone

The [NSFM/Canoe Drone Program](#) offers you access to innovative technology that can help you from the air, under water, and from other difficult-to-reach places. Procure uncrewed vehicles that can provide precise data collection, infrastructure inspection, maintenance, mapping, and modelling services with ease. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## Municipal HST Offset Grants Issued

The 2025-26 Municipal HST Offset Grants have been finalized. The grant is based on the submissions from municipalities collected by NSFM this past spring. As a result of this NSFM Program, \$6 million in funding will be issued to municipalities across Nova Scotia this month by the Municipal Finance Team at Department of Municipal Affairs. Thank you to DMA staff for their assistance with this program and thank you to all 49 municipalities who submitted their information to qualify for the grant.

In 1998, NSFM negotiated the Municipal HST Offset Program with the province, intended to lessen the financial impact on municipalities paying the HST. Since then, the program has provided approximately \$150 million to municipalities. Payments are based on municipal expenditures in the previous year.

Did you know that you can receive exclusive insurance discounts on **pet insurance** through BrokerLink's group insurance program? BrokerLink is proud to provide quality insurance products, expertise, and solutions to our sector. Their dedicated group of insurance advisors will compare your coverage options and help get you the most comprehensive coverage at the best value. Did you know that over the past two years there has been an increase in **pet ownership**? Learn more about [pet insurance](#) and refer to tips on how to ensure your pets are safe and living their best life.

[Click here](#) to learn about the program benefits and how BrokerLink can provide you with a **free, no-obligations insurance quote**.

## Park'N Fly Discount

The [NSFM/Park'N Fly Discount Program](#) is available for elected municipal leaders and municipal staff within the broader municipal sector. Under this program, you can receive an exclusive discount on the services of Park'N Fly for business or leisure travel at their Halifax Stanfield International Airport location and at six other locations across Canada. Reserve your next stay and save. Plus, earn valuable Aeroplan points on every eligible stay. **Park'N Fly offers a discount of up to 20% on airport parking.** [More information](#)

## TRAINING

### Electronic Records Management

[RIMtech Consulting](#) is offering advanced training to municipalities for **Electronic Records Management** for Records Professionals and Administrators. This training is offered to municipalities across Canada, and if booked prior September 30, your organization can qualify for a 25% discount using the code 'NSFM25'. If you have multiple persons from your organization interested in training, private training can be arranged. Training can be provided to you at your time and convenience and at a better cost point. As well, training can reflect your particular circumstances, such as your recordkeeping software of choice, readiness/knowledge level, or project goals.

- More information: [jimmy@rimtechconsulting.com](mailto:jimmy@rimtechconsulting.com)

## WEBINARS

### Series: Municipal Alcohol Policy

The [Canadian Alcohol Policy Evaluation](#) (CAPE) project at the University of Victoria is offering a [webinar series](#) to increase connections with and learn from those working in municipal, local government, and community-level organizations. These webinars will offer participants an opportunity to discuss:

- local-level policies and strategies effective at balancing public-health concerns with community needs

- future research in this area
- More information: [capecopcoord@uvic.ca](mailto:capecopcoord@uvic.ca)

## Leadership at the Apex-Council/CAO Alignment Imperative

This three-hour online interactive session dives into practical strategies for strengthening the council/CAO relationship, including setting clear expectations, improving communication, conducting effective performance reviews, and navigating political-administrative roles. Walk away with real tools, shared frameworks, and alignment practices you can apply immediately to build trust and drive strategic leadership in your organization. Explore collaborative leadership strategies with:

- Gordon McIntosh – local government leadership facilitator
- George Cuff – author of *“The CAO”*
- Sheila Bassi-Kellet – Former City Manager, Yellowknife
- Pam Mood – Mayor of Yarmouth and NSFM President
- September 23 @ 1 pm
- Cost: \$135 per person
- [More information](#)
- [Register here](#)

## RESOURCES

### Summer Municipal Observer

The magazine for the **Nova Scotia Federation of Municipalities**

### Spring/Summer Atlantic Municipal Magazine

The magazine for the **Atlantic Region of Municipalities**



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