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Monday Memo

NOVA SCOTIA FEDERATION
OF MUNICIPALITIES**NSFM 2025 FALL CONFERENCE**

Local Focus, Lasting Impact

NSFM Fall Conference

Nov. 4 - Nov. 7, 2025 • Westin Hotel, Halifax, NS

2025 Presenting Sponsor**SAVE THE DATE!**

The 2025 NSFM Conference will be held from November 4–7, at the Westin Nova Scotian Hotel in Halifax. **Watch your email for accommodation information coming out later next week.**



You won't want to miss our Keynote Speaker – **Tareq Hadhad** - Founder and CEO of Peace by Chocolate.

Tareq Hadhad was a Syrian refugee and now living his new life with his entrepreneurial family on Canada's east coast. He is the Founder and CEO of Peace by Chocolate.

Passionate about peace and entrepreneurship, his family relaunched the family business to recreate the chocolates they exported across the Middle East and their story turned into an international inspiring phenomenon.

Tareq has done over 1000 interviews with news teams across the globe and is a

Most recently, he was recognized as one of the Top 50 CEOs in Atlantic Canada by Atlantic Business Magazine.

Keynote sponsored by



Watch for more information and registration coming out early in September!

NSFM BOARD OF DIRECTORS ELECTION

Nominations open for the 2025 Board of Directors Election

The 2025 Nominations Committee is now accepting nominations for the following positions:

1. President
2. Vice President
3. Regional Representatives for each NSFM Electoral Region

Nominations will be accepted until October 3. [Click here for more information.](#)

PHOTO CONTEST - DEADLINE THIS FRIDAY!



Reminder: Seasonal Photo Contest Deadline This Friday!

Submit by 4:00 PM on August 29

NSFM is accepting high-resolution (300 dpi) photos that highlight the unique spirit of your community. Selected images may appear on NSFM's website, social media channels (LinkedIn, Facebook, X/Twitter, Instagram, Bluesky), and in key publications including the *NSFM Annual Report*, *Municipal Observer*, and *Atlantic Municipal Magazine*.

Submit your photo to communications@nsfm.ca by 4:00 PM on Friday, August 29.

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

Capture your pride. Capture your community. You could win!

NEW & NOTEWORTHY

FCM's Recommendations for Budget 2025

Earlier this month, FCM submitted [pre-budget recommendations](#) to the House of Commons Finance Committee. Budget 2025 comes at a pivotal time for Canadians and local governments have a strategic role in Canada's success. These recommendations support the vision for a stronger Canada, from building 500,000 new homes a year, to putting in place major new infrastructure, boosting rural Canada, and ensuring a strong and resilient economy.

Ministers' Table on GBV

Applications for the Ministers' Table on Gender Based Violence are now open and available. The Table aims to foster meaningful collaboration with the community, with a focus on action, accountability, and transparency with the goal to improve coordination, prevention, and the response to gender-based violence in Nova Scotia.

- To apply: [GBV Table Application](#)
- Applications due: September 5
- More information: GBV.Table@novascotia.ca or call 211

Road Salt Procurement

Public Services & Procurement Canada (PSPC) kindly asks any municipal units that procure sodium chloride for use as a road de-icer to pass the following along to their suppliers. PSPC has posted the following [solicitation: E6HAL 240009 Road Salt](#) on behalf Parks Canada, Correctional Service of Canada, and the Department of National Defence. This requirement is for the supply, delivery, and unloading (including stockpiling inside storage facilities) of road salt, to various federal departments and agencies in Nova Scotia and New Brunswick.

Deadline: September 3.

More information: Kristopher.Viens@tpsgc-pwgsc.gc.ca

NS Court Decision Impacts Employment Agreements

A recent NS court decision has struck down a termination clause for being too vague, forcing the employer to pay severance far beyond the statutory minimum. Problematic wording in employment contracts is more common than you might think and if there is ambiguity in an employment contract, this can affect your municipal unit. [Read the case study](#) to understand why this clause failed and how to protect your organization. Have you reviewed your employment agreements this year? Court decisions involving termination clauses can be overwhelming and confusing. [HR Covered](#) is a program partner of NSFM, reach out to the advisory team if you need advice on the best course of action for you.

- More info: partnerships@hrcovered.com

HR Covered

The Nova Scotia Federation of Municipalities is pleased to share 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](#).

- Online Legislative Training
- HR Advice and Support from Certified HR Professionals
- Custom Document Creation
- Occupational Health & Safety Support
- Employment Law Advice, Documentation, and Support from Employment Lawyers

More info: partnerships@hrcovered.com

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

[Canada has “flood amnesia.” Lessons from the Dutch would help treat it](#)
[Halifax offering free drinking water, showers to people with dry wells](#)
[Farmers facing Challenges From the Ongoing Drought Gripping the Province](#)
[N.S. warden hopes we avoid repeat of 2023 wildfires](#)
[Mahone Bay asks residents to cut water use as levels drop](#)
[Town of Yarmouth urges water conservation as dry spell continues](#)
[‘We just wanted to make people happy’: Faerie Trails bring joy to Mahone Bay, N.S.](#)

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**.

- New funding opportunities added to the database:
 - [TD Ready Commitment](#): Community funding from \$1,000 to over \$1M for initiatives under four drivers: Connected Communities, Vibrant Planet, Financial Security and Better Health. Deadline: Applications accepted year-round, reviewed quarterly.
 - [Atlantic Lottery – Community Initiatives Sponsorship](#): Sponsorship support for festivals, cultural celebrations and civic/charitable events across Atlantic Canada. Funding typically starts at \$2,500. Quarterly deadlines: Dec 1, Mar 1, Jun 1, Sep 1.
- [Growth and Renewal for Infrastructure Development \(GRID\) Program](#) – Information Session
 - Hosted by: Nova Scotia Department of Municipal Affairs
 - Date & Time: September 11, 2025 at 1:00 PM
 - What to expect: Overview of program criteria, application submission & reporting, plus a Q&A.
 - Registration / Questions in advance: Email GRID@novascotia.ca to register for the session or submit questions.
 - More info / how to apply: [Apply for GRID Funding](#)

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

The [NSFM/Canoe Traffic Supply Program](#) enables municipalities to partner with major traffic sign suppliers, such as ATS. School zones are busy with on-going traffic at crucial times of the day. To optimize the safety of all road users, you need to maximize motorist compliance by keeping everyone alert. Carmanah R829-MX school zone beacons do exactly that by making the vital elements of a school zone atmosphere hard to miss. [Build an MX Series School Zone System today and keep your school zones safer.](#) The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Emergency Preparedness Solutions

The [NSFM/Canoe Traffic Supply Program](#) enables municipalities to partner with major traffic sign suppliers for emergencies before disaster strikes. From wildfires to floods, water main breaks, and power outages, having the right emergency preparedness supplies can help you prepare for the unpredictable. Emergency preparedness solutions can support your organization's efforts by customizing cost-effective emergency response solutions to the specific risks associated with your community. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Firefighting Apparatus

Emergency responders are at the forefront of critical operations and safety during wildfires is paramount. Through the **NSFM/Canoe Firefighting PPE Program**, access top-quality protective equipment that keeps responders safe, at preferred pricing, including bunker gear, hoods, helmets, boots, gloves, and more. **NSFM/Canoe = Local.** [Learn More.](#)

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.



BrokerLink Insurance

Exclusive insurance discounts with BrokerLink

The advertisement features a collage of images: a family of four (mother, father, and two children) sitting on a couch and looking at a laptop; a woman in a yellow jacket looking at a laptop; and a man in a suit walking a child on a red scooter on a sidewalk.

Tips on Auto Insurance

Finding car insurance at an affordable price is like navigating the highway during rushhour, let us help you know what to look for, [check out our tips for saving on auto insurance here](#).

WEBINARS

Do We Need to Heat-Proof Our Communities

Are cities and governments taking the threat of extreme heat seriously? Caroline Metz, Intact Centre for Climate Adaptation, recently joined the Vassy Kapelos Show, sharing why extreme heat requires more attention. While some jurisdictions have taken initial steps to respond to heat, there is much more that can be done to lower risk. The public health impacts of extreme heat are in currently in focus. Are governments doing enough? Listen [here](#).

The **Intact Centre for Climate Adaptation** is an education partner of the **NSFM Municipal Group Insurance Program**

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**



NOVA SCOTIA FEDERATION OF MUNICIPALITIES



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