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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

REGISTRATION OPENS LATER TODAY

NSFM's Fall Conference will bring municipal leaders, staff, and partners together to explore the challenges and opportunities facing our communities.

Highlights of this year's program include:

- A keynote address from Tareq Hadhad, CEO and Founder of Peace by Chocolate, on the importance of community.
- Panels on policing oversight, legal supports for councils, community engagement, social media, mental health in office, and more.
- Networking opportunities, exhibitor showcases, and evening events including the opening meet and greet, Annual Banquet and a reception at Pier 21.

The conference website will launch later today with full program details and registration information. Members will also receive an email with the direct link.

Presenting sponsor:



SEASONAL PHOTO CONTEST WINNER

Contest is the **town of Stellarton!** Their photo of Allan Park's Clock has earned a free registration to NSFM's 2025 Fall Conference, valued at \$750.

Thank you to everyone who submitted photos—your images beautifully capture the character and charm of Nova Scotia's municipalities in the spring and summer. Watch for these photos in future NSFM communications, including our website, social media channels, and publications such as the *Annual Report*, *Municipal Observer*, and *Atlantic Municipal Magazine*.



ATLANTIC MUNICIPAL MAGAZINE

Discover the Fall/Winter 2025 Edition!

From inspiring local stories to key municipal updates, the latest issue of the [Atlantic Municipal Magazine](#) offers fresh insights for communities across the region.



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.](#)

NEW & NOTEWORTHY

HR Spotlight

What the Coldplay Couple Taught Us About Workplace Romance

By now everyone has seen the viral moment at a Coldplay concert, featuring a CEO and HR head caught on the jumbotron. This has sparked serious questions about workplace relationships and power dynamics. In the article [Concert Cam to Compliance Concern](#), we explore what employers need to know about managing office romances, the legal risks involved, and how a clear policy can protect your team and your reputation. [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. Contact

HR Solutions for the Municipal Sector

NSFM has launched 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.](#)

More info: partnerships@hrcovered.com

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

NS Mental Health Survey

Mental health, substance use, and gambling affect many Nova Scotians, yet current data does not fully capture the challenges people face or the factors that support well-being. Recognizing that reliable data is essential for informing policies, programs, and services, [Well NS](#) was created to help. Complete the [NS Mental Health Survey](#) and circulate in your networks. More information:

- [Facebook](#)
- [Instagram](#)
- [LinkedIn](#)
- rebecca.todd@cbu.ca

NEWS

[\\$25M community centre in Oxford 'something that the town desperately needed'](#)
[AC's 'unprecedented' wildfire season, and why some firefighters feel ill-equipped](#)
[Canadians were promised a national flood insurance program. Will Carney deliver?](#)
[Nearly all N.S. municipalities in healthy financial shape for first time in years](#)
[New approaches needed for Canada to prepare for, combat wildfires: experts](#)

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!** [Tourism Sprint Program – Destination Canada](#) has launched a national cost-sharing program to support innovative short-term tourism projects.
 - **Deadline:** Expression of Interest – September 12, 2025; full applications – October 1, 2025.
- [Recreation Trail Expansion Grant & Off-Highway Infrastructure Fund](#) trail funding package is now open, supporting both trail expansion and OHV infrastructure projects.
 - **Deadline:** Expression of Interest – November 1, 2025; Application – February 1, 2026.
- *Trail Infrastructure Webinar Series:* To support trail funding applicants, CCTH is hosting webinars this fall:
 - *Need Capital Funding for Your Trail?* – September 12, at noon, **Register [here](#)**
 - *Beavers, Birds, and Turtles, Oh My!* – September 19, at noon, **Register [here](#)**
 - *Developing Recreation Trails in Nova Scotia AKA "The Trails Manual"* – September 26, at noon, **Register [here](#)**
 - *Ugh! How Do I Fill This Out?* – October 1, at noon, **Register [here](#)**
 - *Trail Grant Forms Q&A* – October 8, at noon, **Register [here](#)**

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

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 [Q3 2025 Construction Cost Insights Report](#), draws on their and the expertise to offer an in-depth analysis of the cost trajectory of critical construction materials and implications of a tightening labor market, including:

- Material Price Trends
- Industry Response to Cost Volatility
- Labor Market Update

NSFM/Canoe = Local.

Staples Professional: Office Supply

As a partner of the [NSFM/Canoe Procurement Group](#), **Staples Professional** is proud to support **NSFM** members with access to national buying power. We provide solutions across multiple lines of business—including office supplies, janitorial products, PPE, first aid, print services, branded apparel, and promotional items. Our goal is to help municipalities gain more control over their procurement processes while delivering consistent value and support. More info: brenda.mcquinn@staples.ca

Winter Maintenance Equipment

Not too early to think about winter preparations. When winter hits, reliable equipment built to tackle icy roads, heavy snowfalls, and freezing temperatures is needed. The [NSFM/Canoe Winter Maintenance Equipment Program](#) has you covered with plows, sanders, snowblowers, and more, all sourced from top suppliers at preferential rates. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Protecting Your Personal Data

Did you know that you can receive exclusive insurance discounts on your **personal home and auto 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.

Phishing scams are becoming an everyday concern for many Canadians. Phishing is a common tactic that cybercriminals use to steal personal and financial information. These scams are continually getting more sophisticated and harder to identify. Phishing messages usually take the form of an email, text message, or phone call from a cybercriminal who is pretending to be someone they are not. [Learn more about protecting your data.](#)

WEBINARS

EAP for Elected Officials: Recording

Did you miss the recent webinar presented by NSFM and AMANS on the **EAP for Elected Officials**? The webinar discussed how to access and navigate the programs and services offered and provided an overview of the new website and app. The program features an extensive number of tools and resources of benefit to elected leaders. You can view the webinar [here](#).

Public Procurement: Recording

procurement efficiency. Did you miss this event designed for municipal staff involved in seeking enhanced procurement compliance, efficiency, and innovation? You can view the webinar [here](#).

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**

Fall/Winter Atlantic Municipal Magazine

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



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