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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

[CLICK HERE TO VIEW THE  
PROGRAM & REGISTER](#)

**Full program and registration details  
on the conference site.**

### **Session Spotlight: Mental Health in Office: Real Talk, Real Tools**

Elected officials face constant demands, public scrutiny, and high expectations, all of which can take a toll on mental wellbeing. In this session, the Mayor of Bridgewater will share his personal experiences navigating mental health challenges in public office. A mental health professional will provide practical strategies and tools to help manage stress, build resilience, and support overall wellness. This session is a candid conversation about the realities of leadership and how to protect your mental health while serving your community.

Moderated by Lisa DiDomizio, Senior Consultant, Health & Performance, HUB



**David Mitchell**, Mayor  
Town of Bridgewater  
Vice-President NSFM

**Lisa DiDomizio**, Senior Consultant  
Health and Performance  
HUB International



**Rob Wolf**, Canadian Certified Counsellor  
Manager Special Programs  
TELUS Health

**Presenting Sponsor:**



## 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.](#)

## ADVOCACY IN ACTION

### Equity & Community Wellbeing Committee

The Equity & Community Wellbeing Committee held a meeting on September 11. The Committee engaged with Natasha Jackson, Executive Advisor, Inclusive Communities & Systems, DMA to help inform its work on preparing recommendations around EDIA training and support for elected officials. The Committee is also in receipt of an advocacy request that adequate and sustainable funding for public libraries be brought forth to NSFM Board for consideration as an advocacy priority. The next meeting date is November 13.

## Ken Simpson Memorial Conference Fund

NSFM has launched the Ken Simpson Memorial Conference Fund to support elected officials in attending the Fall Conference.

This annual fund honours Ken Simpson, former Executive Director of UNSM (1990–2009), and his commitment to municipal leadership and continuous learning.

Each year, two elected officials will receive free Fall Conference registration plus a \$500 travel allowance. To learn more [Click Here](#).

### Apply by 4:30 p.m. Friday, October 3

Application form [Click Here](#)

Submit to: [jwebber@nsfm.ca](mailto:jwebber@nsfm.ca)

## HR Spotlight

### Costly Consequences: \$320K Payout After Botched Suspension

A recent decision by the Supreme Court of British Columbia serves as a reminder for Canadian employers: not following your own policies when putting employees on leave can have dire consequences.

In [Day v. Tahltan Central Government](#), the court ruled that an Indigenous government's failure to properly follow its suspension procedures resulted in a constructive dismissal finding, costing the organization over \$320,000 in damages. This case highlights how even well-intentioned disciplinary actions can backfire when internal processes are not meticulously followed. Do you have “unwritten rules” regarding discipline and suspension in the workplace? [HR Covered](#) is a program partner of NSFM, reach out to the advisory team if you need more information on this item, as well as many other great HR resources offered at **no-charge** to municipal units in NS.

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

## HR Services

The Nova Scotia Federation of Municipalities 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:

- 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](mailto: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:

- [rebecca\\_todd@cbu.ca](mailto:rebecca_todd@cbu.ca)

## NEWS

[Drinking water in Yarmouth County for those with dry wells](#)

[Halifax mayor under investigation for allegedly breaching municipal code of conduct](#)

[Harvest Moon Festival to focus on music, no fireworks this year](#)

[Nova Scotia film industry celebrating busy season](#)

[Nova Scotia to spend \\$2.7M on construction, improvements to recreational facilities](#)

[Sydney drivers facing lengthy traffic tie-ups due to roadwork](#)

[Unions say safety issues causing delays in Halifax Transit service](#)

## 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**.

- [Trail Maintenance Grant](#) added to the database. Not directly applicable to municipalities, but could be useful if they partner with local non profits or registered charities.
  - Deadline: Applications open April 1 – December 1, 2025
- [Local Food Infrastructure Fund](#) is now open
  - Deadline: September 19, 2025

- o Community Stories stream:
  - English – September 18 at 1:00 PM
  - French – September 16 at 1:00 PM
- o Digital Projects stream:
  - English – September 25 at 1:00 PM
  - French – September 23 at 1:00 PM
- o Register here: [Digital Museums Canada – Application Assistance](#)

## 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

## HVAC Systems

The [NSFM/Canoe HVAC Systems Program](#) will help connect municipal units with approved suppliers who can help provide thermal comfort and better indoor air quality, all with competitive rates and a streamlined process. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## NSFM/Canoe Technology

The world is connected at every level. The [NSFM/Canoe Technology Program](#) keeps your organization running smoothly with technology solutions including computers, printers, network server equipment, communication software, cloud computing technology, and more, all designed to meet your unique needs. **NSFM/Canoe = Local.**

## NSFM/Canoe Paint Supply

We live in a world of colour, so why limit your projects to shades of grey? With the [NSFM/Canoe Paint Supply Program](#), you can access a wide range of architectural and commercial paint, wallcoverings, and tools that will help you get the job done right. The program is fully trade compliant, cuts through the administrative hassles, and provides exclusive access to preferential pricing and services. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**



**BrokerLink's 2025 Grand Group Giveaway!**

quote on home or auto insurance with BrokerLink, and you could win 1 of 4 cash prizes of \$5,000. Don't miss your chance to save on insurance and win some cash in the Grand Group Giveaway! Contest ends December 31. Contact BrokerLink today!

## WEBINARS

### **The Canoe Way: Recording**

**NSFM** and **Canoe Procurement Group** recently hosted a webinar outlining Canoe's operations and its role in public procurement, how suppliers can find opportunities with Canoe, details about Canoe's RFP process, compliance requirements, the benefits for both members and suppliers, and the support provided to approved suppliers post-contract award. Missed the webinar? The [recording](#) and [presentation slides](#) are now available to view.

## 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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