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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](#)

The full program and registration details are found on the conference site.

Session Spotlight:

Municipal Success Stories – Engagement that Works

How can municipalities better connect with residents? This panel highlights three practical examples from across Nova Scotia where engagement has made a real difference.

- **Municipality of the District of Lunenburg** used a flexible, multi-channel approach during land use planning, reaching over 850 residents and building

publication that keeps 7,000 households informed and connected.

- **Town of New Glasgow** embedded inclusion into its Housing Accelerator Fund work, engaging underrepresented groups to shape planning and accessibility decisions.

These stories show how municipalities can adapt to local needs, broaden participation, and build stronger community connections. Don't miss this session—or the chance to be part of NSFM's 2025 Fall Conference.

Presenting Sponsor:



LUNCH & LEARN SERIES

October: Harassment in the Workplace Regulations

Join us on Wednesday, October 22 (12:00 – 1:00 PM) for NSFM's Monthly Lunch & Learn. The Safety Branch of Nova Scotia Labour, Skills and Immigration is working with NSFM to share insights on the new Harassment in the Workplace regulations.

Guest speaker Fred Jeffers, Executive Director of the Occupational Health and Safety Division, will share insights on the new Harassment in the Workplace regulations, which came into effect on September 1, 2025.

[Register here](#)

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

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

NEW & NOTEWORTHY



UNIVERSITY OF WATERLOO MUNICIPAL CLIMATE ADAPTATION CERTIFICATE

Municipal Climate Adaptation Certificate

The University of Waterloo's Climate Institute is launching a new certificate program to help municipal staff and elected officials strengthen local climate resilience. The 13-week program includes three online courses at a subsidized rate of \$150 each, supported by FCM's Green Municipal Fund and the Government of Canada. Registration opens September 16, 2025, with courses starting January 2026.

[Learn more](#)

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

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](#).

- Application form [Click Here](#)

HR Spotlight

Back to School: Supporting Employees with Children

The back-to-school season can be a juggling act for working parents and for employers. Last-minute absences, new routines, and school schedules can create unexpected challenges at work. Our latest [article](#) shares practical tips to support employees and leaders with children while keeping your organization running smoothly. Learn how flexible scheduling, leave planning, and a family-friendly culture can help your team thrive this season. Are you unsure how to navigate employee requests for accommodation under the human rights protected ground of family status? Contact partnerships@hrcovered.com for more information on this item, as well as many other great HR resources offered at no-charge to municipal units in NS.

HR Services

[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: to access [register here](#)
- Access to engaging webinars on various HR related topics: [webinar schedule](#)
- 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

[20 homes destroyed by wildfire in Nova Scotia's Annapolis Valley](#)
[Cape Breton Regional Municipality unveils ambitious capital plan](#)
[Imperial Oil adds to CBRM firefighting gear with trailer built to suppress fuel spills](#)
[Province Supports Work to Save Hemlock Trees From Invasive Species](#)
[Rate hike necessary to get back to cost-neutral operations: Halifax Water CEO](#)
[‘There shall be no strong mayors’: N.S. premier confirms](#)
[Union says Queens recycling facility closure came without warning](#)

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**.

- [Multiculturalism and Anti-Racism Program – Projects: The Anti-Hate Call](#) is now open. Municipalities and community partners can apply for project funding that supports anti-racism, diversity and intercultural understanding.
 - Deadline: October 22, 2025
- [Cyber Security Cooperation Program](#) – New to the Database! Provides time-limited grants to strengthen Canada’s cyber resilience, including municipal cyber-security projects.
 - Deadline: September 25, 2025
- [Powering the Future: Solid-State Hydrogen Storage for Military Platforms](#) – New to the Database! Competitive funding challenge through Defence IDEaS to develop safe and efficient hydrogen storage technologies. Municipalities are eligible but best positioned through partnerships with local research institutions or companies.
 - Deadline: October 22, 2025

Nova Scotia. CHIF will fund housing and enabling infrastructure such as water and wastewater systems.

- Federal share: up to 40%
- Provincial share: up to 33.33%
- Notably, CHIF allows 100% federal stacking, unlike previous programs
- Launch expected early 2026

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

Heavy Construction Equipment

Whether moving earth, building roads, constructing bridges, erecting buildings, or maintaining infrastructure, heavy equipment is always on the front lines. The [NSFM/Canoe Heavy Construction Equipment Program](#) offers reliable machines including graders, bulldozers, excavators, backhoes, loaders, dump trucks, and more at preferred pricing and fully trade-compliant. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

NSFM/Canoe Supplier List: September Updates

[NSFM/Canoe Procurement Program](#) provides a diverse range of procurement options for our members. View the updated list of [new and renewed vendors](#). Approved suppliers are selected through an open RFP process that follows a successful proposal evaluation and contract award. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.** New and renewed suppliers include:

- Caterpillar (Equipment Rental Program)
- NAPA Auto Parts (Auto Parts Program)
- Canon Canada Inc. (Technology Program)
- EMCO Plumbing (Plumbing Supplies Program)
- Etnyre (Road Maintenance Equipment Program)

Athletic Surface

The [NSFM/Canoe Athletic Surface Program](#) provides plenty of surface options, including a wide range of professional turf and flooring options. Get what you need through a simplified procurement process and competitive rates. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Insurance Tips: Essential Fall Checklist

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. [More information.](#)

The season is changing and besides gearing up for cozy sweaters and pumpkin spiced lattes, there is much to do to get ready for fall and winter. Please refer to our [Essential Fall Checklist.](#)

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.

EDUCATION

Indigenous Learning Across the Seasons

The [Outdoor Learning School & Store](#) invites you to join Director of Indigenous Learning, [Jenna Jasek](#) along with special guests to showcase resources for learning about Truth and Reconciliation for self-practice and to share with students,

colleagues, community members, friends, and family. To recognize the National Day for Truth & Reconciliation and Orange Shirt Day on September 30, we want to

recognize that undertaking meaningful positive change needs to happen beyond a day or week each year. We invite you to participate in this welcoming workshop to better learn, recognize, and take action in your truth and reconciliation practice through all seasons.

- Register [here](#)
- Not available to attend? Register [here](#) and receive a recording of the session

Building Stronger Communities: OMSSA's 2025 Virtual Forum

The [Ontario Municipal Social Services Association](#) empowers members to deliver integrated, people-focused social services to build stronger communities by improving lives through collaboration, advocacy, and strategic leadership. OMSSA is presenting the following:

- [2025 Virtual Forum](#) workshops and sessions focused on housing, homelessness, children's services, and social assistance. It takes place over four mornings (September 23 & 24, October 7 & 8)
- [An Abbreviated History of Social Services in Ontario and OMSSA's Role Within It](#) panel discussion
- More info: rkirsic@omssa.com

WEBINARS

Disaster Contingency Planning: Recording

NSFM and **Canoe Procurement Group** recently hosted a webinar providing insight on preparedness and effective disaster response strategies. The link between droughts, wildfires, and floods was explored. The value of proactive disaster preparedness and simple yet effective measures, including leveraging community resources, proper sandbag filling, storage for flood emergencies, and building key relationships with relevant stakeholders was discussed. Missed the webinar? You can view the webinar [here](#).

RESOURCES

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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