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Monday Memo



NOVA SCOTIA FEDERATION
OF MUNICIPALITIES

REMEMBRANCE DAY & VETERANS' WEEK



NSFM BOARD OF DIRECTORS



David Mitchell
Mayor Town of Bridgewater
Elected as NSFM's New Board President



NSFM Board of Directors

- Mayor David Mitchell, Town of Bridgewater, President
- Deputy Mayor Eldon MacDonald, Cape Breton Regional Municipality, Vice President
- Mayor Pam Mood, Town of Yarmouth, Past President
- CAO Kim Ramsay, Municipality of East Hants, AMANS Rep
- Councillor Alison Smith, Municipality of the District of Lunenburg, Regional Rep
- Councillor Amanda Mombourquette, Municipality of the County of Richmond, Regional Rep
- Councillor Andy Thompson, Municipality of Pictou County, Regional Rep
- Councillor Belle Hatfield, Town of Yarmouth, Regional Rep
- Councillor Christina Sappington, Municipality of the County of Kings, Regional Rep
- Councillor Gordon MacDonald, Cape Breton Regional Municipality, Regional Rep
- Councillor John Young, Halifax Regional Municipality, Regional Rep
- Councillor Phil Mooney, Municipality of the County of Yarmouth, Regional Rep
- Councillor Sam Austin, Halifax Regional Municipality, Regional Rep
- Deputy Mayor Maddie Charlton, Region of Queens, Regional Rep
- Deputy Warden John Dunbar, Municipality of the County of Antigonish, Regional Rep

**The 2025 NSFM Fall Conference was a success!
SEE YOU NEXT YEAR!**



Local Focus, Lasting Impact

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

NSFM'S NEW FUNDING PORTAL



FUNDING PORTAL

Nova Scotia Federation of Municipalities

Smart Filters

Search by keywords, category, eligibility, provider, deadline, and application status to find exactly what you need

Comprehensive Coverage

Federal, provincial, municipal, and private foundation programs all catalogued in one searchable database

Stay Ahead of Deadlines

Subscribe to receive alerts about new opportunities and upcoming deadlines before they pass

- **Fast:** Advanced search by keywords, category, eligibility, deadline, status
- **Easy:** Go from homepage to the right grant in 2-3 clicks
- **Updated daily:** New grants added as soon as announced

Coming Soon! Visit: nsfunding.ca

COASTAL PLANNING SUPPORT PROGRAM

NSFM Launches Coastal Planning Support Program

This program has launched, and applications will be accepted until February 11, 2026. The program will fund consultants to help municipalities with coastal land use planning, including:

- Interpreting coastal and climate data to guide safe development
- Supporting collaboration and decision-making
- Assisting with public engagement and communications
- Providing guidance for coordinated implementation
- Adoption of coastal strategies and bylaws (including integration of example bylaw text provided by Environment & Climate Change)

To help municipalities learn more, NSFM will be hosting a series of **information sessions** across the province. Stay tuned for more information on dates and times for these sessions.

Funding of \$1 million for the Coastal Planning Support Program is provided by the Government of Nova Scotia under [The Future of Nova Scotia's Coastline: A plan to protect people, homes and nature from climate change](#) and administered by the [Department of Environment and Climate Change](#) (ECC).

- Learn more and apply today: [Application Guide](#) & [Application Form](#)
- More information: coastal@nsfm.ca

Air Quality: Monitoring, Regulation, and Wildfire Response

Join us on Wednesday November 19 (12:00 - 1:00 pm) for NSF's Monthly Lunch & Learn. The **Department of Environment and Climate Change** will provide an informative session on Nova Scotia's air quality. This presentation will explore activities in monitoring and regulation, including response to the recent Long Lake wildfire, and outline plans for future air quality protection. Topics include:

- Air quality and health, including new standards and planning considerations
- Air quality monitoring across NS
- Air quality response to wildfires
- General - what we do in the Air Quality Unit (monitoring/regulation)
- Guest Speaker: Dr. Christina Wells, Air Quality Manager, Department of Environment and Climate Change
- [Register Here](#)

NEW & NOTEWORTHY

2025 Federal Budget

Budget 2025 recognizes the importance of local infrastructure in meeting Canada's housing, trade diversification, and economic goals. Without a sustained, long-term plan at scale, the federal government's ambition won't match the scale or urgency of the challenge. [Read the news release from FCM.](#)

Make Politics Safer for Everyone

Be the Peace Institute and the Violence & Harassment in Politics Working Group, a coalition of Atlantic Canadian organizations, are relaunching a survey to understand experiences of harassment, hate, and violence in politics. We want to hear from women, gender-diverse, and racially and culturally diverse people, staff, volunteers, family members, and others who have had or witnessed these experiences in politics, or who have been discouraged from participating in politics due to these issues. Findings will inform public awareness efforts and recommendations to make

- Survey deadline: November 30
- More info: stacey@bethepeace.ca
- [Survey Link](#)

When Silence Is Not Consent: The Layoff That Wasn't

After 33 years of work, one long-time employee casually mentioned they might retire. The employer assumed it was a resignation, but the court did not agree and awarded the employee six months' pay. This [case study](#) is a reminder that even small miscommunications can have major consequences. Employers need to understand exactly how resignation and retirement are treated under the law.

- Always confirm employee intentions if resignation or retirement is unclear
- Document follow-up communications and update Records of Employment promptly
- Understand statutory layoff deadlines
- Temporary layoffs and pandemic-related disruptions do not remove the duty to clearly communicate

[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

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. The following service offerings are available **for free** to all municipal units:

- [Register](#) for unlimited access to the HR Hub document library
- [Engaging webinars](#) on various HR related topics
- [Book a meeting](#) to get your **complementary policy manual** created today
- [Program information](#)

EMPLOYMENT OPPORTUNITIES

NSFM Job Opportunities

NSFM is hiring for the position of Director of Advocacy & Policy. Refer to the posting detail [here](#).

NSFM is hiring for the position of CCBF Program Coordinator. Refer to the posting detail [here](#).

NEWS

[Kings County to review paperless voting](#)

[Operation of Truro rink 'compromised,' management contract cancelled](#)

['People are furious': Deed transfer tax debate rages on in Kings County](#)

[Mulgrave mayor applauds amendments to province's municipal code of conduct](#)

[N.S. municipality federation sounds alarm on threats, hostility toward elected officials](#)

[N.S. politicians say they face increasing threats, harassment](#)

[Yarmouth launches surplus lands policy to boost affordable housing](#)

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**.

FCM Funding Opportunities

PROGRAMS

Flooring Program

The [NSFM/Canoe Flooring Program](#) works with suppliers to help you find the best options for each of your spaces: rugs, carpet tiles, luxury vinyl flooring, and more. With preferred pricing and the tendering process already completed on your behalf, you just need to pick your design. The program works with local retailers for supply, service, and support. **NSFM/Canoe=Local.**

EMS Supply Program

The [NSFM/Canoe EMS Supply Program](#) provides products ranging from defibrillators to powered loaders and stretchers. The program leverages the buying power of all member organizations to provide the solutions needed to equip your organization with the emergency products you need. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

NSFM/Canoe Furniture Program

With the [NSFM/Canoe Furniture Program](#), you get access to furniture designers and manufacturers recognized as experts in their fields, ensuring some of the best commercial furniture available. 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

EDUCATION

Prevention Academy Update

Prevention Academy has launched. [Strong Cities Network](#) is facilitating the program for small and mid-sized Canadian municipalities and NSFM is participating. The program enhances understanding and identification of on- and off-line threats, needs, and vulnerabilities as they relate to hate, extremism, social polarization, and threats to community wellbeing. A focus is placed on the development of approaches to deal with these challenges, driven by the needs and priorities of local communities. The NSFM participants are:

- Councillor Alison Graham
- Councillor Christina Sappington
- Councillor Fraser Patterson
- Councillor Ian McGrath
- Mayor Nancy Dicks

WEBINARS

EFAP for Elected Officials

While we often have the skills to manage our daily lives, unexpected challenges can arise that require additional support. Do you know that NSFM offers an **Assistance Program** that elected leaders can access? Find out what the Assistance Program (EFAP) covers and how to access its services. This one-hour webinar will provide an overview of program offerings, along with a live demonstration of the website and app. In addition to this, learn more about the Municipal Wellness Program, which is dedicated to fostering a culture of health and wellness for municipal employees and elected officials across the province.

- November 19 @ 6:30 pm
- [Register here](#)

[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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