

[View this email in your browser](#)

Monday Memo



NOVA SCOTIA FEDERATION
OF MUNICIPALITIES

NSFM'S NEW FUNDING PORTAL



The Funding Portal is Live at nsfunding.ca!

We rebuilt it from the ground up to make finding funding faster. The portal has launched with 100+ programs, with more added regularly as we build toward

- ✓ Federal, provincial, municipal, and private foundation programs – all in one place

- ✓ Search and filter by deadline, category, eligibility, funder, or keyword

- ✓ Find what you need in seconds

Here's what to do:

- ✓ Visit nsfunding.ca and explore the portal

- ✓ Try the search and filtering features on the [Explore](#) page

- ✓ [Subscribe](#) to monthly updates

- ✓ Reach out anytime through the [contact form](#) or email fundnavigator@nsfm.ca

COASTAL PLANNING SUPPORT PROGRAM

COASTAL PLANNING SUPPORT PROGRAM



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

- 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)

More information: coastal@nsfm.ca

Learn more and apply today: [Application Guide](#) & [Application Form](#)

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).

ADVOCACY COMMITTEE UPDATES

Advisory Committee Members Needed

Are you an elected municipal leader or a staff member looking to make an impact?

Joining an NSFM Advisory Committee allows you to:

- Build valuable connections
- Contribute to the direction of municipalities in Nova Scotia
- Learn how committees operate
- Share your expertise

NSFM is now accepting applications for the following Advisory Committees:

- [Climate Change Committee](#)
- [Equity & Community Wellbeing Committee](#)
- [Municipal Infrastructure Committee](#)
- [Municipal Autonomy Committee](#)

To apply: Submit an expression of interest outlining relevant experience to imorrison@nsfm.ca

Deadline: January 16, 2026

NSFM Advisory Committees

The Chairs for each of NSFM's five Advisory Committees prepared a report outlining the recent activities of their committee. Please refer to the [Advisory Committees – Fall Update](#) to learn about the work of the Advisory Committees. [Click here](#) to learn more about the Committees, including their members and terms of reference.

NSFM CONFERENCES

Topic Suggestions For 2026 NSFM Events

In the new year, the NSFM conference planning committees will be meeting to develop the program content for our spring and fall conferences.

As per usual, the committees would appreciate input from the membership in terms of topics you would like to see considered. Our events are a great opportunity for some professional development, and we want you to get the most out of them.

The Committees will review all suggestions received at their initial meetings. Even though we may only be able to accommodate a few suggestions, we sincerely appreciate your input. We will also ensure that those that cannot fit into the two major events get considered for webinars or future events.

If you have any suggestions, please provide your topics via e-mail to jwebber@nsfm.ca by **January 2**.

NEW & NOTEWORTHY



Day of Remembrance & Action on Violence Against Women

It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). Parliament has designated December 6 as the [National Day of Remembrance and Action on Violence Against Women](#). This day is about remembering those who have experienced gender-based violence. It is also a time to take action. Achieving a Canada free from gender-based violence requires everyone to educate themselves and their families and communities on gender-based violence, centre the voices of survivors in our actions, and speak up against harmful behaviours.

Updated Address for NSFM Records

NSFM has officially updated its mailing address. Please ensure your records are revised to reflect the following:

Nova Scotia Federation of Municipalities

Suite 1500, 1809 Barrington Street

Halifax, NS B3J 3K8

Phone: 902-423-8331

Email: info@nsfm.ca

Thank you for taking a moment to update your files. Your attention helps us maintain smooth and reliable communication with all members.

Employer Proves Document Theft, But Must Pay Costs

In a recent [Ontario Court of Appeal decision](#), an employer proved that a former employee had taken over 1,000 confidential business documents. Yet, without evidence of actual harm, the company walked away empty-handed, and on the hook for over \$182,000 in legal costs.

This case underscores that even when an employer demonstrates clear misconduct, damages must be proven to succeed in court. Simply demonstrating wrongdoing is not enough; employers must link it to a quantifiable loss such as lost sales, clients, or reputational damage.

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

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

Managing Risks: Climate Resilient Shorelines for Canada

Canada's coastal communities play a vital role in sustaining our economy, biodiversity, and cultural heritage. These environments face amplified pressures as climate change accelerates. Stronger storms, fluctuating sea and lake levels, and thawing permafrost are increasing flooding and erosion, testing the resilience of

The Intact Centre for Climate Adaptation has released [Managing Risks: Climate Resilient Shorelines for Canada](#). This report outlines practical strategies aligned with the Canada's National Adaptation Strategy, providing a consistent, a long-term framework for shoreline governance. The guidance aims to strengthen climate resilience across Canada's coastal communities.

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

Designating Flood Plains

Anabela Bonada discusses designating new areas as flood plains and shoreline protection. She emphasizes that updating maps is only the first step, municipalities also need to equip homeowners with practical guidance to reduce risks from flooding and erosion. Municipalities can use the Municipal Flood Risk Check-Up to identify priority investments and apply for grants that support risk-reduction projects. [Listen here](#) and learn what this means for coastal communities across Canada.

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

EMPLOYMENT OPPORTUNITY

NSFM Job Opportunities

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

NEWS

[Concerns over Joggins fire department discussed at public meeting](#)

[Drought committee will tackle dry wells](#)

[How tourism boom has changed Inverness over the years](#)

[Plans for Halifax-area development off Highway 102 corridor raise concerns](#)[Prov funding to protect first Acadian Cemetery, replica chapel from climate change](#)[Speed display signs only slow drivers down by 1km/h: report](#)[West Hants didn't need contingency plan this year, but better prepared for future](#)

FUNDING

Opportunities for Empowered Municipal Growth

The NSFME 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. The Municipal Funding Database is now a full **Funding Portal**. Visit the new portal: nsfunding.ca.

New Community, Youth & Foundation Programs:

- [Free to Play](#): Rural Communities Foundation funding (\$5,000 to \$75,000) supporting outdoor play projects for children in rural Nova Scotia. Deadline: February 24, 2026
 - Information Session: Free To Play | Outdoor Play 101
 - Date & Time: December 10, 2025 at 2:00 pm (AST)
 - Presenter: Louise de Lannoy, Outdoor Play Canada
 - Free registration: [Register here](#)
- [Science Horizons Youth Internship Program](#): Federal wage subsidy covering up to 80% of salary costs (maximum \$25,000) for employers hiring post-secondary graduates (ages 15-30) in environmental STEM positions. Deadline: Rolling intake
- [McConnell Foundation Grants](#): National philanthropic funding for Canadian charities, non-profits and municipalities advancing communities, reconciliation and climate solutions. Deadline: Applications are accepted year-round

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

NSFM/Canoe Facility Assessment Program

With diverse operations in multiple regions and locations, effectively managing your physical assets can sometimes seem overwhelming. With expert-approved suppliers, the [NSFM/Canoe Facility Assessment Program](#) provides the asset management expertise you need to operate efficiently. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Winter Maintenance Equipment Program

Don't get left in the cold. 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.**

Fitness Supply Program

Procuring fitness equipment can be a marathon of work. Through the [NSFM/Canoe Fitness Supply Program](#), your municipal unit has access to plenty of options and sources to assist with your gym or recreation facilities need. The program provides a simplified process at best-value pricing and works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

BrokerLink's 2025 Grand Group Giveaway!

Did you know that you can receive exclusive insurance discounts on your **personal home and auto insurance** through BrokerLink's [group insurance program](#)? Get a 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

Park'N Fly Discount Program

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.**

NSFM REGIONAL PROFILE

The **Valley Region** is one of seven regions represented on the NSFM Board. This region consists of the following municipalities:

- Municipality of the County of Kings
- Municipality of the County of Annapolis
- Town of Annapolis Royal
- Town of Berwick
- Town of Kentville
- Town of Middleton
- Town of Wolfville
- West Hants Regional Municipality

The representatives on the Board of Directors for this region are:

- Mayor Amery Boyer mayorboyer@annapolisroyal.com
- Councillor Christina Sappington councillor.sappington@countyofkings.ca

WEBINARS

Recap: Assistance Program for Elected Officials

supports offered when unexpected personal or professional challenges arise. Participants received an overview of program features, followed by a live walkthrough of the EFAP website and app to demonstrate how to access resources with ease.

The webinar also featured an introduction to the Municipal Wellness Program, which promotes a healthy, supportive culture for municipal employees and elected officials across Nova Scotia. Attendees left with a clearer understanding of the tools available to help strengthen personal well-being and resilience. [Click here 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**



NOVA SCOTIA FEDERATION
OF MUNICIPALITIES



Suite #1500, 1809 Barrington Street

Halifax NS B3J 3K8

Phone: (902) 423-8331

info@nsfm.ca

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).