MUNICIPALITY OF THE COUNTY OF
ANTIGONISH

SPECIAL COMMITTEE OF THE WHOLE AGENDA

Tuesday, August 25, 2026, 5:30pm
Council Chambers
Municipal Administration Building
285 Beech Hill Road
Beech Hill, NS B2G 0B4

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1. Call to Order – Chair, Warden Nicholas MacInnis
2. Approval of Agenda
3. Review of June 23, 2026 Committee of the Whole Minutes
4. Business Arising from the Minutes
5. In-Camera
    a. Contract Negotiations
    b. Contract Negotiations
6. New Business
    a. CACL Funding Request
    b. Eastern Nova Scotia Exhibition Barn Funding Request
    c. Helping Healthcare Antigonish – Memorandum of Understanding (MOU)
7. Additions to the Agenda
8. Adjournment

COUNCIL PRIORITIES (FEBRUARY 2026)

NOW

1. **TOWN/COUNTY UTILITY**
2. **5 YEAR CAPITAL PLAN**
3. **BOUNDARY REVIEW**
4. **COMMUNICATIONS STRATEGY**
5. **HOUSING: HAF**

Next

- POLICY REVIEW POLICY: Ongoing
- SOURCE WATER
- RECREATION NEEDS ASSESSMENT
- ACTIVE TRANSPORTATION
- LONG TERM SEWER STRATEGY
- MUNICIPAL PLAN: Six MPS Review

ADVOCACY

- *Communication Tower: Installation (BNS)*
- *Communication Towers: Dead Zones (BNS)*
- *ATV Corridors: Map (ATV Club)*

PARTNERS

- *Housing Needs: Status (AAHS)*
- *PFN Collaboration: Meeting*
- *Shelter Providers: Forum*

Guiding Principles

Maximize Community Engagement & Communication
Ensure Fiscal Responsibility & Sustainability
Realize Collaboration with Town
Pursue Partnerships with Local & External Organizations
Enhance Livable Community Opportunities
Preserve an Accessible, Inclusive & Safe Place to Live

Strategic Themes

RELIABLE UTILITIES - INCLUSIVE COMMUNITY- COLLABORATIVE EFFORTS – STRATEGIC LEADERSHIP

OPERATIONAL INITIATIVES

CHIEF ADMINISTRATIVE OFFICER

1. **TOWN/COUNTY UTILITY**
2. **HOUSING: HAF Action Plan Review**
3. Town/County Relations: Ongoing /Bi-weekly
   - Bylaw Enforcement Proposal

COMMUNIUTY SUSTAINABILITY

1. Accessibility Plan: Review
2. Equity/Anti-Racism: Action Plan
3. Net Zero: Building Review
   - Climate Resilience Plan (HAF initiative)
   - Source Water Planning & Protection: (HAF initiative)

FINANCE

1. **5 YEAR CAPITAL PLAN**
2. 2026-27 BUDGET
   - Water Rate Study
   - 2025 -2026 Audit

PUBLIC WORKS

1. County Water I & I: Ongoing
2. Source Water: (HAF initiative)
3. EPR
   - Asset Management

ADMINISTRATION

1. **BOUNDARY REVIEW**
2. COMMUNICATION STRATEGY
   - POLICY REVIEW POLICY
   - Gateway Signage
   - Tourism Strategy

COMMUNITY PLANNING

1. Eastern Antigonish MPS
2. Density Review: (HAF initiative)
3. MUNICIPAL PLAN: Overview
   - Subdivision Bylaw: Scope

RECREATION

1. ACTIVE TRANSPORTATION
2. Recreation Management Software
3. Mini-Pitch Phase II: Accessible Washrooms
   - RECREATION NEED ASSESSMENT: RFP Community Use of Schools & Facility Allocation Policy

CODES: **BOLD CAPITALS = NOW PRIORITIES**; CAPITALS = NEXT Priorities; Italics = Advocacy; Regular Title Case = Operational Strategies

MUNICIPALITY OF THE COUNTY OF
ANTIGONISH

Committee of the Whole Meeting Minutes

Tuesday, June 23, 2026, 6:00pm
Municipal Administration Building
285 Beech Hill Road
Beech Hill, NS B2G 0B4

Present were:	Warden Nicholas MacInnis Deputy Warden John Dunbar Councillor Mary MacLellan Councillor Adam Baden-Clay Councillor Richelle MacLaughlin Councillor Shawn Brophy Councillor Wayne Melanson Councillor Gary Mattie Councillor Harris McNamara Councillor Sterling Garvie
Regrets:	None
Staff Present:	Shirlyn Donovan, CAO Beth Schumacher, Municipal Clerk Meaghan MacInnis, Strategic Initiatives Coordinator
Others Present:	Gallery (by Zoom and in-person) Shayla MacDonald, ACALA Andy Pumphrey, ACALA

Call to Order- Warden MacInnis

Warden MacInnis called the meeting to order at 6:44pm.

Approval of Agenda

Warden MacInnis called for approval of the Committee of the Whole meeting agenda. Ms. Schumacher asked to add an item regarding a sponsorship request from Music on

Main. Councillor Garvie asked to add a discussion item regarding the closure of the Foot Clinic at St. Martha's hospital that was announced for September.

Moved and Seconded

That the agenda be approved as amended.

Motion Carried

Consideration of the June 9, 2026 Committee of the Whole Minutes

Warden MacInnis called for any errors or omissions in the minutes of June 9, 2026. The minutes were accepted as presented.

Business Arising from the Minutes

There was no business arising from the minutes.

Delegations

Shayla MacDonald and Andy Pumphrey - ACALA

Ms. Pumphrey and Ms. MacDonald introduced themselves and noted that they were before the committee to speak to a proposal that they are putting forward for a community resource and event navigator position. They noted that they feel that businesses, non-profit organizations, and community groups are struggling to get information to residents. They provided an overview of their proposal to create a resource, being a search engine, to provide a single source of information for residents with the suggestion that the search engine be hosted by the Town and County. They felt that the information could be integrated into the role of the communications officer, wouldn't be too onerous on the existing workload for staff, and needed to be done in conjunction with the Town of Antigonish as well as Paqtnkek for full community coverage. They felt that the entire project could be done within the existing approved budget.

The floor was opened for questions from the committee. A question was asked about how information is expected to be collected. The presenters noted that the search would be based on online resources and information, but that information could be added manually if groups contact staff to include that information. They also proposed that staff could search the tool for information for residents that don't have access to the web. Clarification was asked about whether the proposal is for an additional staff position, or for a tool using existing staff. The presenters noted that they had initially thought an additional staff position might be needed, but that the management of the search software could be incorporated into the workload of existing staff. Long-term, they felt that a separate navigator role could be important. Discussion followed regarding having a navigator person vs. having a local search engine. Questions were asked about timelines and expected costs. The presenters noted that they felt that this could not be a volunteer role, and expressed concern about the silos they see when organizations and groups have their own information resources.

Warden MacInnis asked about whether the proposal was one that could be contracted for development. The presenters expressed concern with outsourcing the tool, feeling that the model could change for commercial purposes over time. A question about reaching residents without cellular or internet access, and the

presenters noted that they thought that the navigator could go out into communities and hold information sessions to reach those residents. The success of similar roles, such as the Make Your Move Coordinator, were discussed.

Members of the committee asked about next steps regarding the proposal. Mrs. Donovan suggested rescheduling the presentation for an upcoming Joint Council meeting, as well as discussing the proposal further at an upcoming Strategic Planning session with Council. The presenters were thanked for coming to the committee meeting to share their proposal.

Continuing Business

Strategic Priorities Quarterly Updates

Mrs. Donovan spoke briefly to updates regarding servicing, summarizing the updates that were provided at the Joint Council meeting last week. An update on the pump ordered for the Wrights River Aquifer was provided, and discussion followed regarding the timing of requests from the Town for use of the Wrights River water source when the Town water source at the James River Dam run low.

Ms. MacInnis provided a brief summary of the status of the Now priorities, covering subjects including the 5-year capital plan, boundary review, communications strategy, and housing accelerator fund initiatives. Next priorities that were noted with updates included policy review, source water test and production wells, the recreation needs assessment, active transportation, long-term sewer strategy, and the municipal plan review.

Ms. MacInnis provided an update on advocacy priorities, including cellular service advocacy and ATV corridor advocacy role. She then reviewed several of the operational initiatives, giving updates on the progress made for those items. Staff noted that with the Boundary Review wrapping up, there would be a space opening in the “now” priorities list, and there could be opportunity for “next” priorities to move up. Discussion followed, and members of the committee asked to have details on potential movement of items in the list at the next update.

New Business

Sponsorship Request – Antigonish Music Festival

Ms. MacInnis spoke to the memo included in the agenda package, outlining a request made for sponsorship for the Antigonish Music Festival. She reviewed the requests for support, and Mrs. Donovan gave some overview of the requests made to the Town which included an in-kind donation but refusal of providing financial support. She noted that the request would not have qualified for the Community Partnership Grants where the event organizer is for-profit. The risk of sponsoring the event and it not happening was discussed, particularly with the short timeline leading up to the event. A question was asked about ticket sales to date. The marketing plan was shared, including the use of the students working with the Tourism Coordinator assisting with postering. Other events happening that weekend were discussed.

Members of the committee noted that many of the established arts and cultural events and organizations in the community did not receive their full ask for the Community Partnership Grants, where there were so many requests received. Members of the committee expressed that it was too bad that the organizer didn’t

start the marketing and promotion of the event earlier. Ms. MacInnis shared that the event organizer is using local businesses for the event where possible.

Moved and Seconded

The Committee recommends that Municipal Council provide a sponsorship of $5,000 to the Antigonish Music Festival taking place August 7-8 2026, to support the promotion, marketing, and delivery of the core festival programming.

Motion Carried.

Special Constable Appointment

Ms. Schumacher shared an update with the Committee regarding the hiring of Nasif Shah as the new By-law Enforcement Officer, to start on Monday, June 29th. She requested a motion from the committee to appoint Mr. Shah, to facilitate the application to be made to the Department of Justice to allow him to issue summary offense tickets for by-law infractions. Discussion followed regarding the proposed vehicle for the position, where funds collected for summary offense tickets go, and discussion about the motion and scope of the by-law officer role.

Moved and Seconded

The Committee recommends that Municipal Council appoint Nasif Shah as By-law Enforcement Officer for the Municipality of the County of Antigonish for the purpose of enforcing the By-law Respecting the Responsible Ownership of Dogs, Noise By-law, Kennels By-law, Special Events By-law, Civic Addressing By-law, and the By-law Respecting the Collection and Disposal of Solid Waste.

Motion Carried.

Sponsorship Request – Music on Main

Ms. MacInnis provided an overview of the proposal put forward by Music on Main for sponsorship for a relaunch of their concert series. She noted that they are a non-profit organization but had missed the deadline for the Community Partnership Grants for this year. The three concert events that are planned will be free to the community to attend. Members of the committee expressed concern with late requests for support for items that should be part of the Community Partnership Grant process, and asked that notification be provided with any support provided to encourage future requests to apply for that process.

Moved and Seconded

The Committee recommends that Municipal Council provide a sponsorship in the amount of $5,000 to the Music on Main events 2026.

Motion Carried.

Reports from Inter-Municipal Boards, Committees, and Commissions

- Antigonish Heritage Museum Board – nothing to report
- Antigonish Arena Association – passed a motion to approve the purchase of a new Zamboni. Interior updates to the building have been done and look wonderful.

- Eastern District Planning Commission – next meeting will be held virtually on Thursday June 25th
- Eastern Regional Solid Waste Management – next meeting in September
- Pictou Antigonish Regional Library – discussion about concerns regarding libraries closing on Sundays. Funding constraints and the impact on operations were discussed.
- RK MacDonald Nursing Home – tour held on June 18th of the new building. Next board meeting on June 25th.
- Helping Healthcare in Antigonish– met June 22nd and discussed applying for funds to work with recreation to act on feedback from physicians to establish a cricket league.
- Antigonish Affordable Housing Socity – AGM taking place on June 24th. Reports on desks.
- Antigonish County Adult Learners Association – discussed non-profits accessing information and how to get information out. Discussed the proposal presented earlier this evening
- Antigonish Community Transit Society – met with everyone to get the options from Happy Cities to get feedback on an option developed as part of the Housing Accelerator Fund initiatives.
- Antigonish Regional EMO – nothing to report
- Nova Scotia Federation of Municipalities – nothing to report. Fall conference November 3-6 in Halifax.

Additions to the Agenda

Foot Clinic at St. Martha's Hospital

Councillor Garvie has been receiving calls from residents expressing concern that they have been notified that the foot clinic, currently located at St. Martha's, will be closed in September. He would like to see a letter sent to the Premier and the Minister of Health.

Moved and Seconded

The Committee recommends that Municipal Council send a letter to the Minister of Health, as well as the Strait Areas Chiefs, Wardens, and Mayors, enquiring about the notice of the upcoming closure of the foot clinic at St. Martha's.

Motion Carried.

Ms. Melanson joined the meeting at 8:35pm.

In-Camera Items

Moved and Seconded

That the Committee move into an in-camera session to discuss the Personnel Matters at 8:35pm.

Motion Carried

Moved and Seconded

That the Committee adjourns the in-camera session at 9:36 pm.

Motion Carried

Moved and Seconded

That Municipal Council make the Make Your Move Antigonish Community Coordinator position permanent in the Recreation Department.

Motion Carried

In Favour (6): Councillors MacLellan, Baden Clay, MacLaughlin, Brophy, Melanson, and Warden MacInnis
Against (3): Councillors McNamara, Mattie, and Deputy Warden Dunbar
Abstention (1): Councillor Garvie

Adjournment

Moved and Seconded

That Committee of the Whole meeting adjourn at 9:38 pm.

Motion Carried

Warden Nicholas MacInnis

Shirlyn Donovan, CAO

May 1, 2026

Warden Nicholas MacInnis and Members of Council
Municipality of the County of Antigonish
285 Beech Hill Road
Antigonish, NS B2G 0B4
Canada

Dear Warden Nicholas MacInnis and Members of Council:

On behalf of the CACL Antigonish Legacy Fund, I am writing to invite the Municipality of the County of Antigonish to partner in a community-wide effort to build a stronger, more inclusive future for the people of Antigonish.

The CACL Antigonish Legacy Fund was established by local residents to provide long-term support for CACL Antigonish. Our goal is to build a $3 million Legacy Fund that will provide enduring support across three core pillars of CACL's work: supportive living, meaningful work and skills development, and full participation in community life.

CACL Antigonish makes a substantial contribution to the social and economic life of our region. Through residential services, supported employment, life-skills development, health and wellness programming, and community-based social enterprise, CACL helps adults with intellectual disabilities live with dignity, build confidence, develop skills, and participate fully in the life of the Town and County of Antigonish.

A leadership contribution from the Municipality would be a direct investment in local people and local families. Dollars raised here are spent here - supporting equipment, job-readiness initiatives, programming, and capital improvements that keep CACL's homes, workplaces, and community spaces safe, accessible, and welcoming.

Most importantly, this campaign is rooted in community. When you support CACL Antigonish, you are supporting a more inclusive County, a stronger local workforce, and a better quality of life for some of the people in our community who need that support most.

We would also welcome the opportunity to meet with Council to discuss how the Municipality of the County of Antigonish might support this campaign through a leadership gift or multi-year commitment.

We respectfully ask you to consider a commitment of $50,000 over five years, or a leadership pledge of $250,000, in support of this important work

Thank you for your consideration and for your continued leadership in building a caring and inclusive community.

Sincerely,



Donald Chisholm

Chair, Advisory Committee/CACL Antigonish Legacy Fund



WAYS To Give

Donations
One-time or recurring

Pledge Payments
Payable over three to five years

Gifts of Securities
During your lifetime or in your will

Legacy Giving
Leave a gift or donate assets

YOU CAN MAKE A DIFFERENCE

Canadian Association for Community Living
Antigonish

CACL Antigonish is dedicated to empowering adults with intellectual disabilities from the town and county of Antigonish in their pursuit of community inclusion and equality.

Its social enterprise initiatives include a bakery, cafe, catering service, laundry, and woodshop, which provide employment opportunities and ensure participants earn a minimum wage for their valuable contributions - often opening doors to work experiences in the community.

CACL Antigonish offers a robust day program, focusing on health, wellness, life skills, socialization, and creativity - enhancing well-being, learning, and providing opportunities to connect with the broader community.

Residential services provide safe and supportive housing, ensuring every participant receives personalized support. Committed to holistic care and community integration, CACL Antigonish is steadfast in its mission to create a more inclusive and equitable society for all.

> ***CACL provides peace of mind knowing our daughter is safe and happy in an environment focused on continuous learning that accepts her just the way she is. We value the opportunities she has for engagement and social interaction at the CACL and within the outreach community.***
> *Laurene DeCoste, CACL participant family*

USE OF Gifts

The CACL Antigonish Legacy Fund is dedicated to strengthening the programs, spaces, and supports that empower people of all abilities to thrive in our community. Funds raised through this initiative will directly enhance the quality of life for participants across our residential and vocational programs by investing in resources that promote independence, inclusion, and meaningful engagement.

Your support will help:

- Provide recreational and adaptive equipment
- Sustain recreational programming and job-readiness
- Enable capital improvements across the CACL Antigonish facilities
- And much more!







OUR *Objective*

The CACL Antigonish Legacy Fund was established by local residents to provide support for the Canadian Association for Community Living (CACL) Antigonish.

The Legacy Fund will raise monies to help maintain, expand, and promote residential and vocational programs for adults with intellectual disabilities. Fundraising methods will include events and enabling charitable donations such as gifts, grants, purchases, and bequests.

The CACL Antigonish Legacy Fund endowment is managed through the Community Foundation of Nova Scotia. Your CACL Antigonish Legacy Fund gifts will benefit those in our area.

HELP CREATE A BRIGHTER FUTURE

CACL Antigonish LEGACY FUND

FOR MORE *Information*

Websites

www.caclantigonish.ca
www.caclantigonishlegacy.ca

Email

info@caclantigonishlegacy.ca

Phone

902-870-6051





Together We Can

CACL Antigonish LEGACY FUND









Together We Can

CACL Antigonish LEGACY FUND

www.caclantigonishlegacy.ca

CACL Antigonish LEGACY FUND



A Letter From Yvette St. George

*As **Chair of the Board of Directors at CACL**, I am pleased to welcome the establishment of the CACL Antigonish Legacy Fund, created with the support of the Community Foundation of Nova Scotia. This new fund represents an important milestone for our organization and will further strengthen the work we do to empower adults with intellectual disabilities from both the Town and County of Antigonish as they pursue full inclusion and equality within our community.*

CACL has long benefited from the generosity of local residents who have supported our mission since the very beginning. Their commitment has helped us grow, evolve, and continue offering meaningful opportunities for the individuals we serve.

The creation of the CACL Antigonish Legacy Fund will enhance our fundraising efforts and open new pathways for long-term sustainability. Contributions to this fund will help secure the future of CACL by supporting and expanding our residential and vocational programs, as well as enabling important capital improvements.

We are grateful for this partnership and look forward to the lasting impact this Legacy Fund will have on CACL and the people we serve.





CACL Antigonish LEGACY FUND

Our Objective

The CACL Antigonish Legacy Fund was established by local residents to provide support for the Canadian Association for Community Living (CACL) Antigonish.

The Legacy Fund will raise monies to help maintain, expand, and promote residential and vocational programs for adults with intellectual disabilities. Fundraising methods will include events and enabling charitable donations such as gifts, grants, purchases, and bequests.

The CACL Antigonish Legacy Fund endowment is managed through the Community Foundation of Nova Scotia. Your CACL Antigonish Legacy Fund gifts will benefit those in our area.

Governance

LEGACY FUND ADVISORY COMMITTEE
Laurie Boucher
Andrew Bradshaw
Donald Chisholm
David MacDonald
Owen McCarron
Rob Secco

FROM CACL Antigonish
Jeff Teasdale, Executive Director
Sally Van de Wiel, Board Member



About

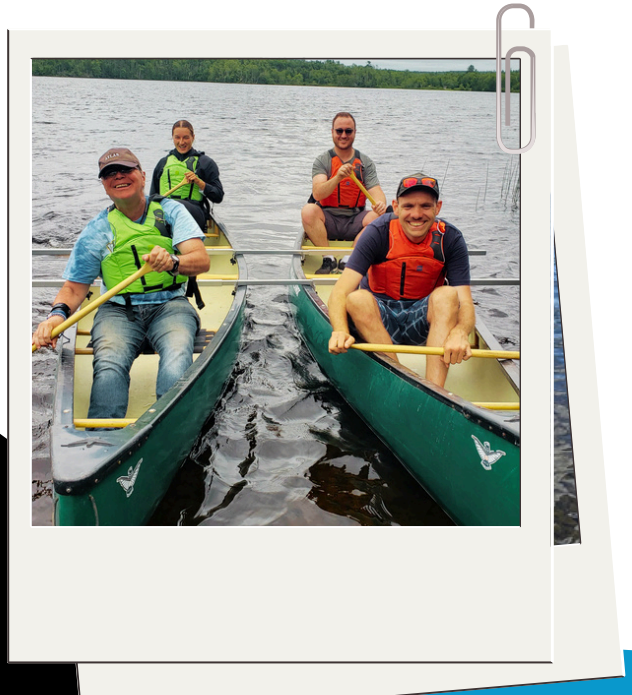
CACL Antigonish



CACL Antigonish is dedicated to empowering adults with intellectual disabilities from the town and county of Antigonish in their pursuit of community inclusion and equality. Governed by a volunteer Board of Directors and supported by the province of Nova Scotia, our community partners, and local businesses, they offer a comprehensive range of programs that enrich lives and foster independence.

Its social enterprise initiatives include a bakery, cafe, catering service, laundry, and woodshop, not only providing meaningful employment opportunities but also ensuring that participants earn a minimum wage for their valuable contributions. The supported employment program, led by dedicated and skilled job coaches, opens doors to further work experiences in the community, helping participants develop skills and confidence essential for personal and professional growth.

Beyond its employment programs, CACL Antigonish offers a robust day program that focuses on health and wellness, life skills, socialization, and creativity. These programs are designed to enhance well-being, promote lifelong learning, and provide engaging opportunities for participants to connect with one another and the broader community.



For those who require specialized levels of care and supervision, residential services provide safe and supportive housing, ensuring that every participant receives the personalized support they need. With a commitment to holistic care and community integration, CACL Antigonish remains steadfast in its mission to create a more inclusive and equitable society for all.

Canadian Association for Community Living
Antigonish


CACL Catering

CACL Antigonish LEGACY FUND

Making a Donation

Thank you for considering a donation to CACL Antigonish Legacy Fund. Your gift will help ensure individuals of all abilities are respected, engaged, and equally included, and that CACL Antigonish will continue to be a fully inclusive organization that supports equal rights of all participants.

Financial Benefits*

Federal and provincial tax credits. You could receive as much as 49% of your donation back at tax time.

Reduce capital gains taxes. Donate appreciated stocks, mutual funds or stock options.

Maximize your donation. When you donate over $200, you can carry all or some forward and claim over the next five years.

Transferable. If you are unable to claim your donation, pool it with your spouse/common law partner for a larger tax credit on their tax return.

Source / December 2025
www.canadahelps.org/en/tax-time

***Important**
Examples - information contained herein should not be construed as advice; please consult a financial advisor to determine your tax benefits.

Ways to Give

- **Donation**, one-time or recurring; payment schedules and methods available
- **Pledge Payments**, payable over three (3) to five (5) years
- **Gifts of Securities**, during your lifetime or in your will
- **Legacy Giving**, leave a gift or donate assets

See our Gift Acceptance Policy and FAQ for more information about Ways to Give


CACL Woodworking

RECEIPTS WILL BE ISSUED AS
'COMMUNITY FOUNDATION IN TRUST FOR
CACL ANTIGONISH LEGACY FUND'

CACL Antigonish LEGACY FUND

Use of Gifts



The **CACL Antigonish Legacy Fund** is dedicated to strengthening the programs, spaces, and supports that empower people of all abilities to thrive in our community. Funds raised through this initiative will directly enhance the quality of life for participants across our residential and vocational programs by investing in resources that promote independence, inclusion, and meaningful engagement.

Your support will help provide **recreational and adaptive** equipment that ensures everyone—regardless of ability—has access to physical activity, creative expression, and community participation. The fund will also sustain **recreational programming and job-readiness** supports, including the vital work of job coaches who help individuals gain confidence, develop skills, and find fulfilling employment.

In addition, contributions will enable **capital improvements** across our network of facilities, ensuring that our buildings remain safe, accessible, and vibrant spaces that reflect the dignity and potential of the people we serve. These upgrades help us maintain the welcoming homes, workspaces, and community hubs that are essential to our mission.

By supporting the CACL Antigonish Legacy Fund, donors become partners in building a stronger, more inclusive future—one that honours our history, invests in our present, and creates lasting opportunities for generations to come.



DONATION FORM

Thank you for your interest in supporting CACL Antigonish Legacy Fund

☐ I want to support the CACL Antigonish Legacy Fund with my gift of $ _____ (total).

DONOR INFORMATION

Name

Phone

Address

Email

Website, if applicable

Donor Recognition

☐ Individual* ☐ Business* ☐ Anonymous

**If you check Individual or Business, your name (only) as it appears above, will be shared as a donor.*

PAYMENT

☐ **Total Gift Enclosed** ☐ **My Gift Will be Paid as Shown Below:**

2026: $_____ 2027: $_____ 2028: $_____ 2029: $_____ 2030: $_____

Payment Schedule:

☐ annually ☐ semi-annually ☐ quarterly ☐ monthly

Preferred Month of Payment:

Comments:

PAYMENT METHOD

☐ **Credit/Debit Card** ☐ **EFT/eTransfer** ☐ **Cheque** ☐ **Other** _____

A secure link will be emailed for Credit/Debit payments. Etransfers should be sent to payments@caclantigonishlegacy.ca. Cheques payable to CACL Antigonish Legacy Fund, mailed to _____.

FORM COMPLETED BY

Name: _____

Signature: _____

Date: _____

Privacy Statement: Personal information will be kept confidential and used only for processing your donation and issuing a tax receipt. We do not share your information with third parties.

RECEIPTS WILL BE ISSUED AS 'COMMUNITY FOUNDATION IN TRUST FOR CACL ANTIGONISH LEGACY FUND

Testimonials



For our family, CACL provides peace of mind knowing our daughter is safe and happy in an environment focused on continuous learning that accepts her just the way she is. We value the many opportunities she has for meaningful engagement and social interaction at the CACL and within the outreach community.

Laurene DeCoste,
CACL participant family

It's a great place for people with disabilities to get their first job. Some people at CACL also get help to find a job in the community.

Courtney MacLean, CACL Participant
Liaison Member to the Board



Hard-working friends keep me going and get me out of the house for the week. It means life and having responsibilities like working at STFX. I'm happy at CACL.

Marcus Poulette, CACL participant

My son has been a client of CACL for 25 plus yrs. He went directly from high school and has had an amazing, enriching experience! He has secured paid employment with the help of this agency and has enjoyed many valuable experiences and skills that otherwise would have not been possible. With and educated and experienced staff, supported by community members and businesses, this agency not only supports clients but families as well, and provides their clients with valuable opportunities to become valued members of the community and beyond.

Shelley Anderson, CACL Family Advisory Committee



Gift Acceptance Policy

The CACL Antigonish Legacy Fund (CACL) committee has developed a **Gift Acceptance Policy** to identify the gifts we can receive, the general policies applicable to those gifts, and the specific guidelines for gift acceptance. We recommend consulting with a financial adviser, lawyer, or accountant for advice tailored to your situation.

Gifts of Publicly Traded Securities

CACL will accept gifts of securities that are publicly traded stocks, bonds, mutual funds, ETFs, and segregated funds. Donations of appreciated securities receive an added tax incentive: capital gains are not taxed, and the donor receives a donation tax credit (DTC) for the fair market value per CRA guidelines.

Gift of Property

CACL will accept gifts of property and real estate. A tax receipt will be issued for the fair market value as determined by an independent external appraisal.

Gifts of Life Insurance

CACL will accept a life insurance policy as a gift if it is named as beneficiary or is both the irrevocable owner and beneficiary. The donation tax credit will be determined according to CRA Guidelines.

Planned Giving

CACL will accept gifts donated through your Will as part of your legacy and estate planning. CACL will accept proceeds of a retirement fund such as an RRSP, RRIF, LIF, or TFSA if we are named as a beneficiary. Charitable Gift Annuities and Charitable Remainder Trusts will be considered on a case-by-case basis per CRA guidelines.

FAQ | Gift Acceptance



Who We Are
CACL Antigonish is a registered Canadian charity* dedicated to supporting adults with intellectual disabilities in Antigonish through inclusive programs, employment, and community initiatives. (*#119212884RR0001)

What Types of Gifts Can I Give?

- Cash, cheque, credit card, or direct debit
- Publicly traded securities (stocks, bonds, mutual funds, ETFs)
- Bequests and gifts by Will
- Life insurance policies (if CACL is named as irrevocable owner and beneficiary)
- Retirement funds (RRSP, RRIF, LIF, TFSA, if CACL is named as beneficiary)
- Charitable gift annuities and remainder trusts
- Gifts of property (subject to review and independent appraisal if over $1,000)

What Are the Financial Benefits?

- Tax Credits: You could receive up to 50% of your donation back at tax time through federal and Nova Scotia provincial tax credits.
- Capital Gains Savings: Donating appreciated securities means you pay no capital gains tax and receive a tax receipt for the full market value.
- Carry Forward: Unused donation credits can be carried forward for up to five years.
- Spousal Pooling: You can combine donations with your spouse or common-law partner for a larger tax credit.

How Are Gifts Used?

- Designated gifts are used for the purpose you specify.
- Undesignated gifts support the Foundation's most-needed initiatives.
- All gifts are handled with care, transparency, and respect.

Will I Get a Tax Receipt?
Yes! Official tax receipts are issued for eligible gifts of $20 or more.

Can I Remain Anonymous?
Absolutely. Donors may request anonymity, and your wishes will be strictly respected.

Are There Any Gifts You Don't Accept?
We cannot accept gifts that:

- Violate Canadian laws or CRA regulations
- Compromise our mission or values
- Expose the Foundation to financial or reputational risk

How Do I Make a Gift?
Contact us at info@caclantigonishlegacy.ca or visit www.caclantigonishlegacy.ca for more information and to discuss your giving options.

PRIVACY STATEMENT: YOUR PERSONAL INFORMATION WILL BE KEPT CONFIDENTIAL AND USED ONLY FOR PROCESSING YOUR DONATION AND ISSUING A TAX RECEIPT. WE DO NOT SHARE YOUR INFORMATION WITH THIRD PARTIES

Stay in Touch

CACL Antigonish

Learn about our events and more by visiting our website and following **CACL Antigonish** on social media.

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CACL Antigonish LEGACY FUND



Phone 902-870-6051

Email info@caclantigonishlegacy.ca

Website www.caclantigonishlegacy.ca

Eastern Nova Scotia Exhibition Barn Rebuilding Capital Project

The Jerome McCarron Pavilion

Built in the true spirit of community by farmers, volunteers, and local supporters, the cattle barn at the Eastern Nova Scotia Exhibition has long been a cornerstone of agricultural life in our region. For more than 50 years, dairy and beef producers gathered there each August to showcase their livestock, enjoy friendly competition, connect with fellow exhibitors, and share the story of farming with thousands of exhibition goers.

The memories created within those walls continue to live on. The cattle barn was more than a building—it was a gathering place where local farmers, 4-H members, and exhibitors proudly competed for ribbons and bragging rights while advancing the dairy, beef, sheep, and, more recently, goat industries throughout Antigonish and neighbouring counties.

The collapse of the barn roof in February served as a powerful reminder of the important role this facility played within our agricultural community. Now, we have an opportunity to create a lasting legacy for future generations of exhibitors who share the same passion for breeding, raising, and showcasing outstanding livestock. A new pavilion will ensure that young people can continue to develop valuable skills while proudly telling the story of agriculture through the daily care, preparation, and presentation of their animals.

Just as importantly, the new facility will continue to bring agriculture beyond the farm gate. Each year, Eastern Nova Scotia Exhibition attendees experience agriculture firsthand—feeding calves, petting goats, watching sheep being sheared, and seeing dairy cows milked. These interactions create meaningful connections between producers and the public, fostering a greater appreciation for the people and practices that sustain our food system.

We invite you to help create this legacy building in honour of **Jerome McCarron**, a respected Holstein breeder, long-time exhibitor at the Eastern Nova Scotia Exhibition, retired Dairy Specialist with the Nova Scotia Department of Agriculture, 4-H Leader, and mentor.

Jerome's contributions to the livestock industry have left a lasting impact across Eastern Nova Scotia and Cape Breton Island. He was instrumental in founding and managing the Highland Harvest Classic Sale for almost 30 years, showcasing the region's exceptional cattle and helping promote local breeders through the cattle barn at the Eastern Nova Scotia Exhibition. Through his leadership and dedication, numerous outstanding animals were marketed and sold, bringing recognition to local breeding programs in show rings and sale barns across Canada and beyond.

Beyond the show ring, Jerome's influence reached generations of farm families. Through his extension work and commitment to the dairy industry, he provided guidance and encouragement that helped producers improve production, genetics and conformation in their herds. His passion for agriculture, mentorship of young farmers, and unwavering support of the exhibition community make him a fitting individual to be honoured through this important project.

The Jerome McCarron Pavilion will stand not only as a tribute to one man's remarkable contributions but also as a symbol of the resilience, pride, and future of agriculture in Eastern Nova Scotia. Together, we can build a facility that will serve exhibitors, educate the public, and inspire future generations for decades to come.

BE A PART OF THE LEGACY

Your Support Makes a Difference

We invite local businesses, farmers, organizations, and community members to be a part of this important legacy by contributing to the rebuilding project.

Sponsorship Levels

Level	Contribution
Platinum Sponsor	$20,000+
Gold Sponsor	$10,000+
Silver Sponsor	$5,000+
Bronze Sponsor	$2,000+
Friend of the Pavilion	$500+

Flexible Giving Options Available
To make larger commitments more manageable, donations may be made in three equal annual installments over three years.

How to Donate

By Cheque
Make cheques payable to **Eastern Nova Scotia Exhibition**
Mail to 164 Mount Cameron Circle, Antigonish, NS B2G 0C5

By E-Transfer **easternnovascotiaexhibition@gmail.com**

Please include "Jerome McCarron Pavilion" in the memo line of your cheque or e-transfer, as well as the name of the donor as you wish it to appear in print.

Questions? Contact a Committee Member

Glen Mooney 902-318-3617
Jack Thomson 902-870-0781
Harry VanderLinden 902-870-0301
Tom MacDonald 902-870-2390

Your contribution today will help create a lasting legacy for generations to come.

Jerome McCarron Pavilion Rebuilding Project Committee
On behalf of the Eastern Nova Scotia Exhibition

This Renewal Agreement dated this 7 Day August, 2026

Between:

Municipality of The County of Antigonish (the "County")

and

Town of Antigonish ("Town")

(collectively, the "Municipalities")

WHEREAS The County and Town entered into The Inter-Municipal Services Agreement (The "Agreement") on 13th Day of October 2020 which set forth a framework for the creation of the Community Navigation and Physician Retention Services Association (The "Association").

AND WHEREAS The Municipalities wish to continue the Association.

AND WHEREAS This is a renewal of an inter-municipal Services Agreement made pursuant to section 60 of the Municipal Government Act ("MGA").

AND WHEREAS Section 10 of the Agreement allows for such renewal.

AND WHEREAS the County and Town have agreed to renew the Agreement for a period of Three (3) years commencing in October 2023, pursuant of clause 10(c) of the Agreement.

AND WHEREAS the County and Town have agreed to renew the Agreement once again for a period of Three (3) years commencing in October 2026, pursuant of clause 10(c) of the Agreement.

AND WHEREAS the County and the Town have agreed to change the name of the Association to "Helping HealthCare Antigonish"pursuant to clause 5(a) of the Intermunicipal Service Agreement signed on October 13, 2020 and pursuant to Section 60(3)(i) of the Municipal Government Act, which allows for such Intermunicipal Service Agreements to be amended by the parties.

AND WHEREAS the Board of Directors of the Association have approved the name change by resolution dated May 23, 2025.

NOW THEREFORE in consideration of the mutual covenants contained herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Municipalities agree as follows:

Renewal

1. The Agreement is renewed for a period of Three (3) years commencing on October 1, 2026, upon the same terms and conditions as the Agreement.

Financial Commitments

2. Financial Commitments set out in the The Administrative Clarification of Community Navigation and Physician Retention Services Inter-Municipal Agreement are included and incorporated in this Agreement and are set out below:

   As outlined in the Agreement, The Parties to the Agreement agree to share equally the costs and expenses associated with the association's service delivery in accordance with the Agreement signed between the Parties. For clarity, The County,
   Town and Foundation are each individually responsible for contributing 1/3rd of the amount of the approved annual operating budget for the Association and any

approved amendments thereto. This equals out to a $30,000 annual contribution for three (3) years.

Payment Schedule

It has been agreed that the funding schedule for each party will be as follows

October 2027 $30,000
October 2028 $30,000
October 2029 $30,000

Binding Effect

3. This Agreement Renewal shall enure to the benefit of, and be binding upon the parties and their respective successors and assigns.

In WITNESS whereof the Municipalities have executed this indenture, in duplicate on the date first above written.

Signed in Duplicate at Antigonish, Nova Scotia, on this _____ day of _____ 20_____

TOWN OF ANTIGONISH	**MUNICIPALITY OF THE COUNTY OF ANTIGONISH**
Signature: _____	Signature: _____
Printed Name: _____	Printed Name: _____
Witness Signature: _____	Witness Signature_____
Printed Name: _____	Printed Name:_____

RENEWAL OF MEMORANDUM OF UNDERSTANDING

Between:

Municipality of The County of Antigonish (the "County")

and

Town of Antigonish ("Town")

and

The St.Martha's Hospital Foundation ("Foundation")

(collectively, the "Parties")

WHEREAS The Parties entered into A Memorandum of Understanding Regarding Community Navigation and Physician Retention Services (the "MOU") on 13th Day of October 2020, a copy of which is attached.

AND WHEREAS The County and Town have signed an agreement renewing an Inter-Municipal Agreement to continue the Community Navigator and Physician Retention Services Association (the "Association).

AND WHEREAS The Municipalities and the Foundation will continue to be funders of the Association.

AND WHEREAS The Parties have agreed to renew the MOU for a period of Three (3) years commencing in October 2026.

Renewal

1. This MOU is renewed for a period of Three (3) years commencing on October 1, 2026, upon the same terms and conditions as the MOU.

Financial Commitments

2. Financial commitments set out in the The Administrative Clarification of Community Navigation and Physician Retention Services Inter-Municipal Agreement are included and incorporated in this Agreement and are set out below:

   As outlined in the Agreement, The Parties to the Agreement agree to share equally the costs and expenses associated with the association's service delivery in accordance with the Agreement signed between the Parties. For clarity, The County,
   Town and Foundation are each individually responsible for contributing 1/3rd of the amount of the approved annual operating budget for the Association and any approved amendments thereto. This equals out to a $30,000 annual contribution for three (3) years.

Payment Schedule

It has been agreed that the funding schedule for each party will be as follows

October 2027 $30,000
October 2028 $30,000
October 2029 $30,000

Signed in triplicate at Antigonish, Nova Scotia, on this _____ day of _____ 20_____

TOWN OF ANTIGONISH

Signature: _____

Printed Name: _____

Witness Signature: _____

Printed Name: _____

MUNICIPALITY OF THE COUNTY OF ANTIGONISH

Signature: _____

Printed Name: _____

Witness Signature_____

Printed Name:_____

St. MARTHA'S REGIONAL HOSPITAL FOUNDATION

Signature:_____ Witness Signature:_____

Printed Name_____ Printed Name_____

Community Navigation and Physician Retention Services Inter-Municipal Agreement

This Inter-Municipal Services Agreement (the "Agreement") sets forth a framework for the creation of the Community Navigation and Physician Retention Services Association between:

Between:

MUNICIPALITY OF THE COUNTY OF ANTIGONISH (the "County")

-AND-

TOWN OF ANTIGONISH (the "Town")

(collectively, the "Municipalities")

WHEREAS the Municipalities wish to partner to support and encourage physician integration and retention in the community;

AND WHEREAS the Municipalities agree that an association having representation from the Municipalities and St. Martha's Regional Hospital Foundation (the "Foundation") would be best positioned to navigate and guide services to support and encourage the same;

AND WHEREAS Section 60 of the *Municipal Government Act* (the "*MGA*") provides authority for municipalities to enter into agreements with other municipalities, villages, service commissions, the Government of the Province or of Canada or a department or agency of either of them or a band council pursuant to the *Indian Act* (Canada) to provide or administer municipal or village services on such terms and conditions as the municipalities may agree, and for the municipalities to delegate responsibility for the provision of such services to a body corporate;

AND WHEREAS social and economic development are services which municipalities in Nova Scotia are empowered to provide under the *MGA;*

AND WHEREAS the Municipalities have agreed to establish the Community Navigation and Physician Retention Services Association (the "Association") as a body corporate and delegate responsibility to it for guiding services as described herein;

AND WHEREAS the Municipalities wish to set out the terms and conditions for the creation of the Association and for certain matters related thereto;

NOW, THEREFORE in consideration of the mutual covenants contained herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Municipalities agree as follows:

1) ESTABLISHMENT OF THE ASSOCIATION

a) The Municipalities agree to form a body corporate, known as the Community Navigation and Physician Retention Services Association, upon the terms and conditions set out in this Agreement.
b) The Association shall operate on a not-for-profit basis.
c) This Agreement shall be filed with the Registry of Joint Stock Companies, and upon such filing it shall create a body corporate pursuant to section 60 of the *MGA*.

2) FUNDING

a) It is anticipated that the Municipalities and St. Martha's Regional Hospital Foundation (the "Foundation") will enter into a Memorandum of Understanding Regarding Community Navigation and Physician Retention Services (the "MOU").
b) The MOU is attached as Appendix A and sets forth the relationship between the Town, County, and the Foundation as funding partners (the "funding partners") of the Association.
c) The Agreement is conditional upon the funding partners agreement to the MOU.

3) MANDATE AND SERVICES

a) The Association will serve as a connection between the Municipalities, the physicians of St. Martha's Regional Hospital and the Antigonish community. The Association shall work in collaboration with the Nova Scotia Health Authority Physician Recruitment Team, or designate, local physicians, and members of the community, to establish long-lasting relationships to support and encourage physician integration and retention in the Municipalities.

4) MANAGEMENT BOARD

a) The Association shall be governed by a Management Board (the "Board").
b) The Board shall be comprised of:
    i. The Mayor of the Town or their designate;
    ii. The Warden of the County or their designate;
    iii. One (1) representative appointed by the Town chosen from the Town's elected representatives;
    iv. One (1) representative appointed by the County chosen from the County's elected representatives; and
    v. Two (2) representatives of the Foundation.
c) Board appointments shall be made in November of the appropriate year.
d) The elected representatives appointed by the Town and County may serve for a maximum of two (2) consecutive terms, after which they must sit out for at least one (1) two (2) year term before they are eligible for reappointment to the Board.

e) The Board shall nominate a member to serve as Chair of the Board. The term for the Chair shall be two (2) years.

5) POWERS OF THE ASSOCIATION

a) In addition to any other powers explicitly set out in this Agreement or which a body corporate may have under the laws of Nova Scotia, the Association shall have all powers necessary to manage and deliver the services described herein and to perform any and all things necessary for the achievement of the Association's mandate, including, without limiting the generality of the foregoing, the following:

   i. The authority to contract with any party hereto or any third party for the provision of any service, goods, or facility necessary or reasonably advisable to carry out the mandate of the Association and/or to enhance aspects of its service delivery, including, but not limited to, contracts of employment with the Community Navigator and any other persons employed by the Association;
   ii. Notwithstanding the above, the Board and/or the Association may not enter into any financing, borrowing, and/or debt obligation without the prior written consent and approval of the Municipalities.

b) The Association shall provide copies of all approved agreements and amendments thereto to the Chief Administrative Officer (the "CAO") of each Municipality within thirty (30) days of ratification.
c) The Association shall not commit to financial obligations beyond the terms of this Agreement without prior approval from the funding partners.
d) The Association shall be subject to the *Municipal Conflict of Interest Act* at all times.

6) COMMUNITY NAVIGATOR

a) The Association shall create a staff position called the Community Navigator (the "Navigator"') to carry out its mandate.
b) The Association shall be the Navigator's employer and the Navigator shall report to the Board.
c) The Navigator's duties and responsibilities are outlined in **Appendix B – Position Description**. These duties and responsibilities shall constitute the scope and nature of services to be delivered under this Agreement.
d) The Navigator shall attend Board meetings as a non-voting representative.

7) BOARD MEETINGS AND PROCEDURE

a) The Board shall meet at minimum on a quarterly basis. The Board may call additional or special meetings as required.
b) The Navigator shall attend Board meetings as a non-voting representative.
c) The following parties may attend Board meetings as non-voting representatives:
   i. The Town's CAO or their designate;
   ii. The County's CAO or their designate; and
   iii. The Foundation's Executive Director.

d) While the Association Board is comprised of six (6) voting members, a quorum for a meeting shall be 4 members, which must include at least one member from each of the three funding partners.
e) The Board shall establish its meeting procedures, officers, voting procedures, and policies and procedures for the efficient operation of the Board and Association, which at minimum shall be consistent with the requirements of the *MGA* and its Regulations. Copies of approved and amended policies shall be provided to the CAOs of the Municipalities within thirty (30) days of ratification.
f) Notwithstanding the above, until such time as the Board establishes its procedures and policies, the mayor, warden, and CAOs of the Municipalities shall conduct the day-to-day affairs of the Association, including but not limited to all documents of a contractual nature, as reasonably required in the interim.
g) All Board meetings shall be open to the public, unless otherwise required or permitted to be in camera in accordance with the *MGA* and its Regulations.
h) The Board may require other parties & stakeholders to attend Board meetings from time to time as deemed necessary by the Board for advisory purposes. The Board may also create advisory committees for this purpose, and such committees shall be accountable to the Board.

8) FINANCIAL ADMINSTRATION AND WORK PLAN

a) The Association's fiscal year shall be April 1 to March 31.
b) The Board shall develop an annual operating budget and work plan to deliver services consistent with this Agreement.
c) The operating budget shall be prepared in accordance with Generally Accepted Accounting Principles and the Financial Reporting and Accounting Manual prescribed from time to time under the *MGA* and its Regulations.
d) The Board shall make best efforts to consider the interests of residents of the Municipalities and diversify operating and project funding through grants and other funding opportunities.
e) The operating budget and work plan shall be submitted to the Municipalities prior to February 28 of each year for approval.
f) Both Municipalities must be in agreement for the approval of all or part of the operating budget and work plan for them to take effect. Such approval shall be binding on the Municipalities.
g) Until the operating budget for the current year is approved, the operating budget and financial contribution of the Municipalities shall be limited to the approved operating budget from the year prior.
h) The Municipalities agree to contribute to the operating budget, proportionate to their vested interest in the services outlined in this Agreement. The Municipalities are deemed to each hold a 1/3rd interest in the services, unless otherwise determined and agreed to in writing by the Municipalities.
i) The Municipalities shall provide their respective contributions to the operating budget as one annual installment.
j) The Board shall not exceed its approved annual operating budget without the express written consent of both Municipalities. If at any time it is reasonably likely

that the Board may exceed its approved annual operating budget, the Board shall submit an amended operating budget to the Municipalities for approval.

k) If an amended operating budget is approved, the Municipalities' contributions shall be proportionate to their vested interest in the services outlined herein. The Municipalities are deemed to each hold a 1/3rd interest in the services, unless otherwise determined and agreed to in writing by the Municipalities.

9) REPORTING REQUIREMENTS

a) The Board shall submit the following to the Municipalities on an annual basis for review and approval:
   i. a fiscal year end report summarizing activities undertaken and outcomes achieved with respect to the services outlined in the Agreement; and
   ii. audited annual financial statements for the year prior by July 1.

10) EFFECTIVE DATE and TERM

a) The Agreement shall be effective as of the incorporation date of the Association (the "effective date").
b) The term of the Agreement is three (3) years, commencing from the effective date, unless terminated sooner in accordance with the terms herein.
c) The Agreement may be renewed or extended on terms to be negotiated and mutually agreed to by the parties.

11) WITHDRAWAL AND TERMINATION

a) A Municipality may withdraw from the Association at any time by giving written notice to the Board Chair and the CAO or their designate for the other Municipality, a minimum of twelve (12) months in advance of the date the Municipality intends to withdraw.
b) The Municipalities may unanimously agree to terminate the Agreement and dissolve the Association at any time, provided that such agreement be in writing and signed by the duly authorized representative(s) for each Municipality.
c) Upon notification of withdrawal of a Municipality or the execution of a unanimous agreement to dissolve the Association, the Board shall determine each Municipality's share of the assets and liabilities of the Association, up to and including the withdrawal date or date of dissolution, in accordance with the following principles:
   i. Each Municipality's share of the assets of the Association shall be based upon the total amount of funding they have provided to the Association up to the withdrawal date or date of dissolution;
   ii. Each Municipality's proportionate responsibility for the liabilities of the Association shall be based upon the total amount of funding they have provided to the Association up to withdrawal date or date of dissolution;
   iii. Should either, but not both, Municipalities wish to terminate the Agreement, the departing unit shall not receive any assets of the Association upon termination; and

iv. Should either or both Municipalities wish to terminate the Agreement, the departing Municipality or Municipalities shall forfeit any claim to funding provided by the Foundation, or to the proportionate share of assets owing to the Foundation upon dissolution of the Association.

d) Notwithstanding any provisions contained herein to the contrary, the departing Municipality or Municipalities shall execute any legal instruments necessary to affect the intended termination of the Agreement and/or dissolution of the Association.
e) Should the MOU be terminated, it shall trigger consideration of the termination of this Agreement.

12) DISPUTE RESOLUTION

a) If a dispute arises out of or in connection with this Agreement, the parties agree to meet in good faith to pursue resolution through negotiation.
b) If the parties cannot reach a resolution through negotiation, the dispute shall be referred to mediation.
c) The costs of mediation shall be borne equally amongst the parties.
d) A mediator shall have all the powers conferred by, and mediation will take place in accordance with, the provisions of the *Commercial Mediation Act*, except where its provisions are inconsistent with the provisions of this Agreement, in which case the provisions of this Agreement shall prevail.
e) If the dispute is not resolved by mediation within 90 days of the initiation of that procedure, the dispute may be referred to arbitration before a single arbitrator by either party. The arbitration decision shall be final and binding upon the parties.
f) An arbitrator shall have all the powers conferred by, and an arbitration will take place in accordance with, the provisions of the *Commercial Arbitration Act,* except where its provisions are inconsistent with the provisions of this Agreement, in which case the provisions of this Agreement shall prevail.
g) Allocation of the costs of arbitration will be determined by the arbitration.

13) GOVERNING LAW

a) This Agreement shall in all respects, by governed by, and construed and enforced in accordance with, the laws of the Province of Nova Scotia.

14) WAIVER OF AGREEMENT

a) Failure by any party to insist upon the strict performance of any of the covenants, terms, provisions, or conditions in this Agreement shall not be construed as a waiver or relinquishment of such covenant, term, provision, or condition, but the same shall continue and remain in full force. No waiver shall be deemed to have been made unless expressed in writing.

15) AMENDMENT OR MODIFICATION

a) This Agreement, or to the scope of services to be provided under the Agreement, may be amended from time to time by written agreement of both parties.

b) Notice of any changes to this Agreement shall be provided in writing to the Foundation and the Board Chair.

THIS AGREEMENT shall ensure to the benefit of and be binding upon the Municipalities and their respective successors and assigns.

SIGNED in duplicate at ANTIGONISH, Nova Scotia, on this 13 day of OCTOBER 2020.

TOWN OF ANTIGONISH

Signature: _____

Printed Name: LAURIE BOUCHER

MUNICIPALIY OF THE COUNTY OF ANTIGONISH

Signature: _____

Printed Name: OWEN McCARRON

Appendix A
Memorandum of Understanding Regarding Community Navigation and Physician Retention Services

Between:

ST. MARTHA'S REGIONAL HOSPITAL FOUNDATION (the "Foundation")

-AND-

MUNICIPALITY OF THE COUNTY OF ANTIGONISH (the "County")

-AND-

TOWN OF ANTIGONISH (the "Town")

(collectively, the "Parties")

WHEREAS the County and Town (collectively, the "Municipalities") have signed an Inter-Municipal Agreement (the "Agreement") pursuant to the *Municipal Government Act* to establish the Community Navigation and Physician Retention Services Association (the "Association") as a body corporate and delegate responsibility for guiding services to encourage and support physician retention services to it;

AND WHEREAS the Foundation and the Municipalities will be funders of the Association;

AND WHEREAS the Parties wish to set out the terms and conditions for the funding of the Association, the Foundation's role in the Association, and for certain matters related thereto in this Memorandum of Understanding (the "MOU");

NOW, THEREFORE in consideration of the mutual covenants contained herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1) **INTEREST IN SERVICES OF THE ASSOCIATION**
   a) The Parties each hold an equivalent vested interest in the delivery of services outlined in the Agreement signed between the Municipalities.

2) **ENGAGEMENT WITH THE FOUNDATION**
   a) Where the Agreement states that approvals from the Municipalities are required for financial administration, operating plans, and/or reports, the parties agree that these approvals will be required from all parties subject to the MOU. All Parties agree, for all other matters regarding the Association to exercise good faith

decision-making, and to communicate early and regularly on issues that may arise through the course of the Association's service delivery.

b) The Foundation shall have representation on the Association's Management Board (the "Board") as provided in the Agreement.

3) FUNDING AND FINANCIAL OBLIGATIONS

a) The Foundation will contribute as an equal partner with the Municipalities towards the operating expenses associated with providing services outlined in the Agreement.

b) All Parties to this MOU agree to share equally all costs and expenses associated with the Association's service delivery in accordance with the Agreement signed between the Municipalities. For clarity, the County, Town, and Foundation are each individually responsible for contributing 1/3rd of the amount of the approved annual operating budget for the Association and any approved amendments thereto.

c) The Foundation agrees to contribute its 1/3rd share by paying it in equal shares to the Municipalities. For clarity, it is understood that the Foundation will pay 50% of its 1/3rd contribution to the Town, and 50% of its 1/3rd contribution to the County. The Municipalities will in turn provide these amounts to the Association in addition to the 1/3rd individual share which the Municipalities are each responsible for providing to the Association.

4) TERMINATION

a) The Parties may individually or collectively terminate this MOU by providing the other parties with a minimum of twelve (12) months' notice in writing to the duly authorized representatives for the other Parties.

b) The Parties agree that this MOU is null and void if the Agreement is terminated by the Municipalities as provided in the Agreement.

c) Upon notification of withdrawal of a Municipality, the Foundation or the execution of a unanimous agreement to dissolve the Association, the Association Board shall determine each Parties share of the assets and liabilities of the Association, up to and including the withdrawal date or date of dissolution, in accordance with the following principles:

   i. Each Parties share of the assets of the Association shall be based upon the total amount of funding they have provided to the Association up to the withdrawal date or date of dissolution;

   ii. Each Parties proportionate responsibility for the liabilities of the Association shall be based upon the total amount of funding they have provided to the Association up to withdrawal date or date of dissolution;

   iii. Should either or both Municipalities wish to terminate the Agreement, the departing Municipality or Municipalities shall forfeit any claim to funding provided by the Foundation, or to the proportionate share of assets owing to the Foundation upon dissolution of the Association.

d) Should this MOU be terminated, it shall trigger consideration of termination of the Agreement.

SIGNED in triplicate at ANTIGONISH, Nova Scotia, on this 13 day of OCTOBER 2020.

TOWN OF ANTIGONISH

Signature: _____

Printed Name: LAURIE BOUCHER

MUNICIPALIY OF THE COUNTY OF ANTIGONISH

Signature: _____

Printed Name: OWEN Mc CARRON

ST. MARTHA'S REGIONAL HOSPITAL FOUNDATION

Signature: _____

Printed Name: WAYNE EZEKIEL

Appendix B

COMMUNITY NAVIGATOR – POSITION DESCRIPTION

POSITION TITLE:
COMMUNITY NAVIGATOR

LOCATION:
ANTIGONISH TOWN AND COUNTY

REPORTING RELATIONSHIPS

The Position Reports to:

Management Board – Community Navigation & Physician Retention Services Association

Titles and Number of Positions Reporting to this Position:

None

POSITION SUMMARY

The Community Navigator will support physician integration and retention in the Antigonish community. This will be done by liaising between physicians, the Nova Scotia Health Authority and community partners to share the deep sense of community pride that exists in Antigonish. The Navigator will work in collaboration with the NSHA Physician Recruiter to act as a community resource for prospective and new physicians. They will also engage with physicians and the community in delivering an integration and retention strategy. The Navigator is the local expert and provides a clear and direct connection to the community and its resources. Responsible for the financial stewardship and accountability of the organization.

SPECIFIC ACCOUNTABILITIES

Support Physician Integration and Retention

- Maintain regular contact with existing physician workforce at St. Martha's
- Establish and maintain an inventory of all previous and planned site visits which includes physician contact information, area of expertise, etc.
- Support the organization of personalized community tours, to include schools, housing, activities, library, as requested by the recruit and in partnership with NSHA Physician Recruiter.
- Get to know physicians coming to visit/work at St. Martha's to better understand their needs, interests, etc.
- Plan community integration activities for newly recruited physicians, physician mentors and members of the community
- Provides information, guidance and assistance with physician relocation needs.

- Meet monthly with local physician-led steering committee to provide updates and discuss workplan deliverables and activities.
- Create opportunities for physicians to meet with other families within the community that have similar interests or children of similar age ranges
- Inviting new or potential recruits and their families to community events and activities – continuing to maintain a supportive relationship.
- Create and disseminate Community Integration Packages for newly recruited physicians to showcase local resources.
- Organize regular physician events and activities for the existing physician workforce at St. Martha's.

Stakeholder Relationship Building, Engagement and Collaboration

- Collaborate regularly with NSHA physician recruiter, physicians and members of the community (local community groups, hospital foundation and municipalities).
- Establish and maintain a network of community leaders, contacts and resources who can support physician and family integration and retention initiatives.
- Work with community to establish and maintain inventories of available family-based activities/recreational programs for physicians, rental/housing opportunities, etc. to support physician integration into community.
- Maintain regular contact with prospective physicians and their families.
- Maintain relationships with local medical students/ residents currently in training and be familiar with their career goals.
- Be well connected with Dalhousie Medical School Students/Resident departments, organizations and interest groups.
- Prepare, update and share promotional materials showcasing the local hospital, community and attractions.

Financial Stewardship and Accountability

- Develop an annual workplan with physician retention and integration activities including timelines, costs and partners.
- Continually develop and improve upon processes, procedures, policies and techniques to support physician integration and retention.
- Prepare and present quarterly updates to the Management Board & funding partners.
- Manages costs effectively, audits and submits expenses for approval and payment.
- Develop grant applications and proposals for project funding.

Knowledge

- Bachelors Degree in relevant or related field.
- Extensive knowledge of the community and region and its amenities, strengths, and all it has to offer, as well as local economic, social and professional networks.
- An equivalent combination of education and experience may be considered for this position.

Skills & Competencies

- Exhibits a high energy level, and demonstrates the ability to work as a team, with flexibility in work habits to schedule and meet the needs of physicians and funding partners.
- Demonstrates the ability to plan and prioritize a large volume of detail-oriented work in accordance with changing deadlines.
- Ability to foster and promote excellent relationships and enhance inter-portfolio communication.
- Demonstrates positive approach to challenging situations.
- Excellent presentation and facilitation skills required.
- Has the ability to synthesize discussions into position opportunity descriptions.
- Is highly sensitive to the nature of this position which requires superior interpersonal skills judgment, tact, creativity, diplomacy, discretion and confidentiality.
- Excellent organizational, analytical, problem-solving and decision-making skills.
- Is self-directed with substantial initiative and creativity expected. Effective team development and leadership.

Experience:

- Minimum 3 years recent and relevant experience.
- Recent and relevant communications and marketing experience.
- Community engagement and public participation experience considered an asset.
- Event planning/coordination experience considered an asset.
- Demonstrates experience in initiating and managing multiple projects.
- Experience with advertising and short listing for interviews along with interviewing experience.
- Experience planning events and community-based activities.
- Experience managing multiple partners with conflicting demands.
- Experience in financial management, project management, research writing and analysis.
- Experience with professional computer applications and technology including, but not limited to, Microsoft Outlook, Microsoft Word, Excel, and PowerPoint.