



## AMANS Spring Conference

June 14-16, 2023 | Truro, NS

Join colleagues from around the province and register for this year's

Spring Conference at the Inn on Prince Hotel and Conference Centre in Truro, Nova Scotia.

### **Spring Conference Theme: Building Blocks for Success - Networking, Recruitment and Retention**

Our Spring Conference is one of the best forums to reconnect and build networks with municipal administrators from across the province and discuss shared issues impacting your municipalities.

We are excited to deliver a new look and feel for this year's pre-conference day. Following last year's conference, a survey showed us that members would like to see more professional development opportunities offered at the conference and we heard you. We have added a variety of expert-led educational sessions, spanning a broad spectrum of important and timely topics that will take place on Wednesday, June 14 from 2:00 – 4:00 pm.

**Get ready for an exciting learning and networking experience this June!**

[Register online: AMANS 2023 Spring Conference](#)



## Registration Deadline

June 12, 2023

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### Conference Rates

**Early Bird until May 26:**

\$375 + HST Member

\$450 + HST Non-Member

**Starting May 27:**

\$425 + HST Member

\$500 + HST Non-Member

### Pre-Conference Workshops:

- Municipal Finance Officers Session (MFO)
- Introduction to Microsoft InTune Municipal Government 101
- Accessibility Foundations Training

### Refunds / Cancellations

Cancellations are accepted before May 31, 2023.

No refunds after May 31, however registration is transferable.

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### Top 5 Reasons to Attend

- Professional Development
  - Networking
  - Inspiration
  - Knowledge Sharing
  - Capacity Building
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# Keynote Speakers

**Mark Black**, Heart and Double-Lung Transplant Recipient, 4-Time Marathon Runner, Author & Coach

## Breaking Through Adversity with the Resilience Roadmap

Born with a life-threatening heart defect, Mark underwent two open-heart surgeries before the age of one. His parents were told to expect more surgeries before he started school. Mark was not expected to live a long life. He battled his condition and its limitations successfully for twenty-two years before having to face the biggest challenge of his life. Mark's doctor informed him that his heart was failing badly and that without a rare and dangerous heart and double-lung transplant, he would not likely see his 25th birthday.

In October 2001, Mark moved thousands of kilometers from home and was put on the transplant waiting list. After just four months on the list, Mark's condition grew worse and he was placed in the hospital where he lived on the precipice of life and death, for 6 months.



**Ann Divine**, CEO and founder of Ashanti Leadership and Development Services Inc., and co-founder of Ashanti Leadership Academy

## Courageous Conversations

Her education includes a Master's in Human Resource Management, Bachelors in Sociology and Leadership Development from London, UK, as well as other relevant qualifications in the field of human rights, coaching and change management. She is an accomplished businesswoman, known and respected for her professionalism and willingness to support, coach and mentor others. Her business provides extensive career and professional guidance in organizational change and social justice issues.

Ann's work is underpinned by her knowledge, skills, and expertise in human rights and people management. Her unique style combined with adult education principles has brought her recognition in her fields of leadership development, change management, coaching and mentoring, facilitation, diversity and inclusion, women in leadership and unconscious bias training. These elements are critical factors which impacts team performances in the physical and virtual workspace. Ann's work expands to all levels of government, organizations, businesses, institutions and communities at national and international platforms. She is also a sought-after public speaker.



Ann's work supports the business environment, government, public and private sectors and their employees bring their best self to work. Ann is also an advocate for those who are deemed invisible and do not have a voice at the decision-making table, and she strives to bring inclusivity to every aspect of her work. She sits on several boards at national and provincial levels. Ann has been recognized and acknowledged through various awards for her work.

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## Agenda at-a-Glance

With the help of the 2023 Spring Conference committee, we have put together the following agenda. Please note the agenda is subject to change. A detailed agenda will be available in May on our Spring Conference webpage: [amans.ca/2023-spring-conference.html](https://amans.ca/2023-spring-conference.html)

<b>Wednesday, June 14</b>	<b>Sessions and Speakers</b>
2:00 – 4:00 pm	<b>Municipal Finance Officer Session (MFO)</b> A detailed MFO session will be released closer to the date.
2:00 – 4:00 pm	<b>IT Session: Introduction to Microsoft InTune</b> Facilitator: Jay Redmond, IT Manager, Town of Truro  A brief overview of the features of Microsoft InTune being used by the Town of Truro. We will cover conditional access, device management, BitLocker drive encryption, Windows update control, and Defender antivirus.
2:00 – 4:00 pm	<b>Municipal Government 101</b> Facilitator: Department of Municipal Affairs and Housing (DMAH)  This session will provide an overview of Municipal Government within the Province of Nova Scotia, the types of municipal units, and highlight their extensive responsibilities. We will explore issues such as governance, legal frameworks and spend time addressing the questions you have always wanted to ask.
2:00 – 4:00 pm	<b>Accessibility Foundations Training (Developed by the Nova Scotia Accessibility Directorate)</b> Facilitators: Laura Beth MacPherson (she/her), Senior Policy Analyst, Nova Scotia Accessibility Directorate; Holly MacLellan (she/her), Municipal Accessibility Support Coordinator, AMANS  By participating in this 2-hour interactive workshop, participants will be able to: <ul style="list-style-type: none"><li>• Define disability, types of disabilities, accessibility, and the prevalence of disability in Nova Scotia</li><li>• Explain the importance of the Nova Scotia Accessibility Act</li><li>• Understand the impact of the Accessibility Act on Prescribed Public Sector Bodies (PPSBs)</li><li>• Provide examples of barriers and ableism and their impacts on persons with disabilities</li><li>• Outline practices to support persons with disabilities to meaningfully participate in community, work, and play</li></ul>
4:30 – 6:30 pm	<b>CAO Session</b> This session is an opportunity for CAOs, Clerk, and Treasurers of each municipality to get together and have candid conversations about issues impacting them, their municipality, or their region. Light snacks will be provided.
7:00 – 10:00 pm	<b>Opening Reception</b>

Thursday, June 15	Sessions and Speakers
7:00 – 8:00 am	<p><b>Early Risers' Club: Guided Walk/Run</b> Kick the conference off with an early morning walk or run with other delegates.</p>
8:30 – 8:45 am	<p><b>Trade Show, Early Bird Draws, and Registration</b></p>
8:45– 9:10 am	<p><b>Welcome and Conference Opening Remarks</b></p>
9:10 – 10:10 am	<p><b>Keynote: Breaking Through Adversity with the Resilience Roadmap</b> Speaker: Mark Black, Heart and Double-Lung Transplant Recipient – turned – 4-Time Marathon Runner, Author, Coach and Speaker</p> <p>Mark will provide a framework for success despite the odds and provides a powerful dose of inspiration and excuse-eliminating motivation. Using his life story of battling a life-threatening disease, surviving a Heart &amp; Double-Lung Transplant, and recovering to run 4 marathons. Mark will show you that you are limited more by perceptions than circumstances. But it goes far beyond emotions or attitude. This keynote will provide a powerful experience and leave you with practical takeaways they can implement in your municipality the following day.</p>
10:10 – 10:30 am	<p><b>Break - Networking and meet the exhibitors</b></p>
10:30 – 11:30 am	<p><b>A1: Legal Updates and Developments</b> Speaker: Noella Martin, KC Partner, Burchell, Wickwire, Bryson Lawyers</p> <p>The legal trends for municipalities are inevitably changing. In this session, we are joined by Noella Martin from Burchell, Wickwire, Bryson Lawyers, who will share some insight on the emerging legal issues in Municipal Government – including what we have learned through collective bargaining, legislation addressing medical notes and the impact on attendance management, as well as other significant developments.</p> <p><b>A2: Public Procurement 101</b> Speaker: Edwina Renaux, Purchasing Officer/Finance, Town of Truro</p> <p>No matter the size of your municipality, public procurement rules and regulations must be followed. Whether or not your municipality has a designated procurement specialist, understanding the basics of public procurement is important. Join the Town of Truro in an interactive session that will highlight some best practices and basic processes around procurement, followed by a question and answer period. You will also leave this session with templates you can work with.</p> <p><b>A3: Using Plain Language in Municipal Communications</b> Speaker: Erin Casey (she/they), Professional Communicator, Writer, and Editor</p> <p>Come learn the basics of plain language in this hands-on workshop, including:</p> <ul style="list-style-type: none"> <li>• what clear and accessible language is, and why it's an issue of equity and inclusion</li> <li>• who benefits from plain language</li> <li>• the key principles of plain language</li> <li>• how you can start incorporating plain language into your everyday communication</li> </ul> <p>Come ready to practice and have fun!</p>
11:30 – 12:15 pm	<p><b>AMANS Power Session</b> This is a wonderful opportunity to learn what's going on with your Association. Come hear the latest project updates and learn about the new initiatives AMANS is taking on this year.</p>

12:15– 1:00 pm	<b>Break - Luncheon</b> (sponsored by Hub International and Telus Health)
1:00– 2:00 pm	<p><b>B1: HR Stream: Navigating Employee Support Systems</b>  Panelist: Mary Morris, Executive Director, Employer Advisor Nova Scotia Society; Krista Heslop, Section Manager, Desjardins Insurance.</p> <p>Understanding and navigating the system from an employer perspective. How do employers work with the WCB Board, especially municipalities who do not have designated Human Resources support systems. Desjardins will discuss the opportunities available with the Group Insurance's early assistance program and how to prevent disabilities.</p> <p><b>B2: Assurance for your Insurance</b>  Panelist: TBD</p> <p>Not every municipality has an insurance specialist on staff. This leaves Municipalities to rely on advice from brokers and legal advisors; but in discussions on insurance coverage, sometimes your broker says, "ask legal" and legal says "ask our broker". How do we know when we have the 'right' coverage from a risk management perspective? On this panel, we'll hear from municipal staff, broker/insurer, and legal advisor perspectives on how to weigh the risks when assessing your municipal insurance coverage.</p> <p><b>B3: Succession planning: Advice on Transitioning to a Senior Leadership Role</b>  Speaker: Kim Ramsay, CAO, Municipality of East Hants</p> <p>This session will focus on preparing employees for career advancement in municipal government. Kim will discuss how to have a forward-thinking planning lens and how to make informed, intentional decisions to prepare yourself for a leadership role.</p>
2:00 – 2:15 pm	<b>Break - Networking</b>
2:15 – 3:15 pm	<p><b>What Does Truth and Reconciliation Mean For Your Municipality?</b>  Speaker: TBD</p> <p>What's working and next steps, a reflection on how Truth and Reconciliation Calls to Action can help your municipality and the Indigenous communities you serve.</p>
4:00 – 5:30 pm	<p><b>Off-Site Activities (Optional)</b></p> <p>C1: Tour the <a href="#">Millbrook Cultural and Heritage Centre</a> (\$15.00)  C2: Relax and Enjoy Local Craft Beer at the <a href="#">Truro Brewing Company</a> (Own Expense)  C3: Bike or Walk "The Railyard" in Victoria Park (BYO Bike) (Free)</p>
6:00 – 8:00 pm	<p><b>Thursday Evening Casual Night Out at the Rath Eastlink Community Centre (Optional)</b></p> <p>Join your municipal colleagues for a buffet meal, drinks, live entertainment, and a tour of the facility (\$ 35.00 + HST).</p>
8:30 pm (approximately)	<b>Hospitality Suite and Live Music – Inn on Prince</b>

<b>Friday, June 16</b>	<b>Sessions and Speakers</b>
7:00– 8:00 am	<b>Early Risers' Club: Guided Walk/Run</b>
8:45– 9:00 am	<b>Networking and early bird draws</b>
9:00– 10:00 am	<p><b>Provincial Update</b></p> <p>Come join the conversation with the Department of Municipal Affairs and Housing (DMAH). This session will feature updates by DMAH on current issues as well as information from Education and Early Childhood Development and Environment and Climate Change on matters impacting municipalities.</p>
10:00– 10:15 am	<b>Break - Networking</b>
10:15– 11:15 am	<p><b>Municipal Success Stories: Innovations in Employee Retention and Attraction</b></p> <p>Panelist: Kim Ramsay, CAO, Municipality of East Hants; Rob Frost, Deputy CAO, Municipality of the County of Kings</p> <p>Real-life stories from Municipalities how they manage their employees through modern-day retention and attraction practices:</p> <ul style="list-style-type: none"> <li>• Municipality of East Hants: Employee Satisfaction and Culture</li> <li>• Municipality of the County of Kings: Diversity and Employee Wellness Practices</li> </ul>
11:15– 12:15 pm	<p><b>Closing Keynote: Courageous Conversations</b></p> <p>Speaker: Ann Divine, CEO and founder of Ashanti Leadership and Development Services Inc. and co-founder of Ashanti Leadership Academy</p> <p>Our people are our most valued resource. It is where the individuals we employ, are encouraged to bring their authentic and best self and to feel they are welcome and belong. Their opinions are values, and they are recognized for their unique perspectives. As a result, our business is thriving, productive, progressive, and successful. This is our ultimate goal. Yet, in today's ever changing and unprecedented times, both employers and employees are being challenged. Studies have shown that many employees are not happy, and they struggle with being fully engaged in the workplace for a variety of reasons, these can be defined by their race, gender, sexual orientation, cultural and religious values, persons with disabilities and most recently mental health challenges because of the impact of the pandemic.</p> <p>Courageous Conversations may be new to some, but some communities would argue that they have always had such conversations but were dismissed, avoided. To have such conversations and win over those who have felt dismissed, individuals must be prepared to face challenges to the privileged and powerful. They are encouraged to build meaningful and trusting relationships.</p>
12:15 pm	<b>Wrap-Up and Grand Prize Draw</b>