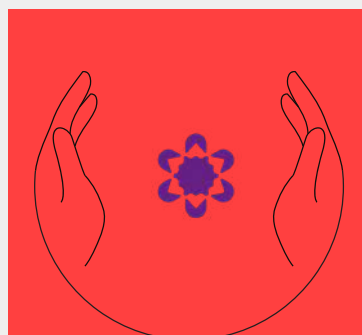
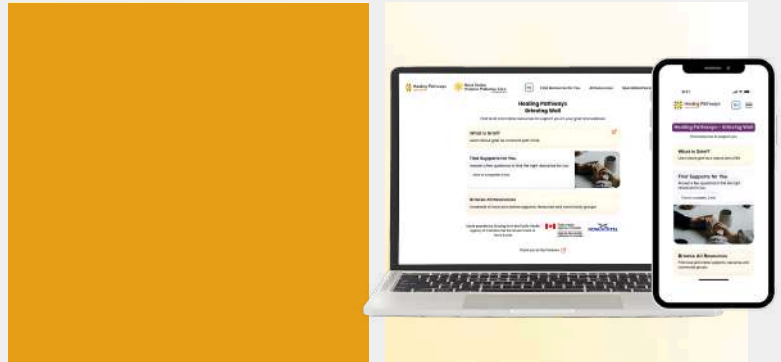


2024-2025

ANNUAL REPORT

Past to Present, Purpose to Progress.

NSHPCA Executive Director, Tim Guest



FROM THE PRESIDENT



Dear friends and colleagues,

Over the course of the past year, Nova Scotia Hospice Palliative Care Association (NSHPCA) has evolved as a leading provincial organization, offering resources to Nova Scotians. Our focus has been to engage with communities in creating several “pathways to healing” following significant loss. Grief is personal, affecting all ages and follows the loss of either a death or response to a miscarriage, loss of employment, loss of a pet to name a few.

With the assistance of our partners, community leaders and organizations, several resources and activities have been identified, developed and implemented for Nova Scotians of all ages. As a result, a wide range of creative and supportive resources are emerging – including art therapy, dance, music, equine activities, community resource online directory, and a web app designed for all ages. The variety and imagination behind these offerings continue to grow.

We are grateful to the many professionals, clinicians, volunteers who assist us in our journey. We owe a debt of gratitude to the Public Health Agency of Canada and our partners in NS Health who through their leadership, guidance and commitment to excellence have allowed us to make a notable difference in communities throughout the province.

To the Members of the Board of Directors, sincere gratitude for their outstanding service in promoting a shared vision, not to mention their commitment to so many tasks during the course of the year. It hasn't always been easy balancing professional and family responsibilities alongside the fiduciary and duty of care that accompanies the commitment of Board Members.

And finally, to our Operations Team – the staff of NSHPCA – Tim Guest, Executive Director, Beth Lynch, Michael Kydd, Kristian Suen and Zoe Zhang who undertook their responsibilities with care, determination, empathy and dedication. Each person joined the team at a different time throughout the year, but one thing is certain, each is bringing talent and dedication to the tasks at hand.

FROM THE PRESIDENT

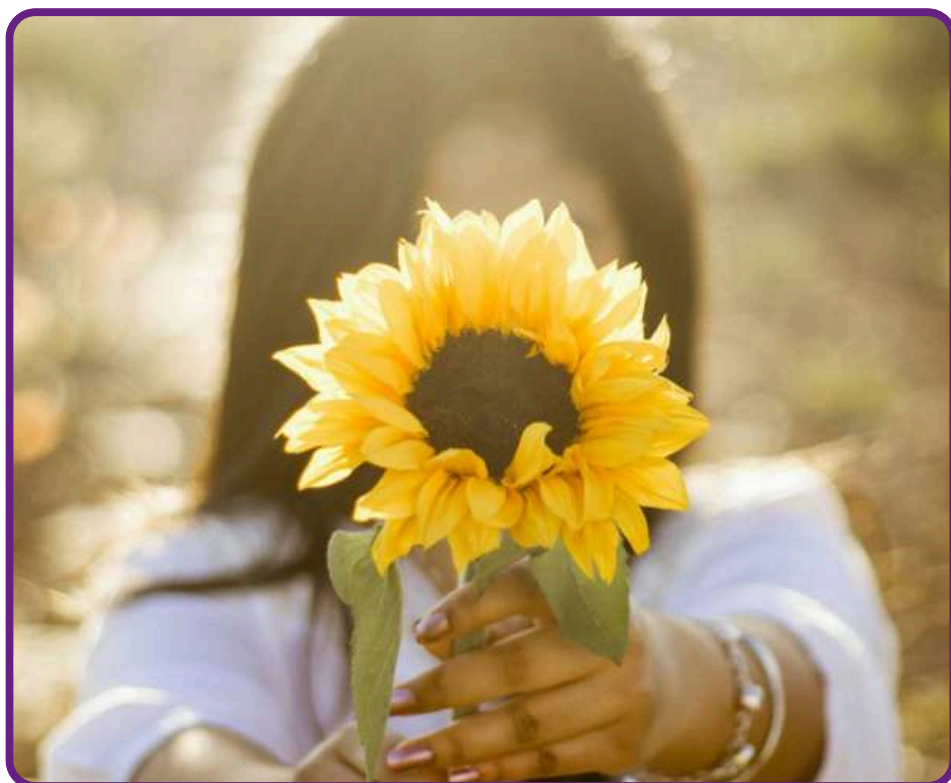
To Board Members who are completing their term of office – Nick Chamberlain who has served in the capacity of Chair of Finance and Risk Advisor, thank you so much for your commitment to detail and for guiding us from humble beginnings to now. To Diana Whalen, who through her wealth of experience and knowledge, served as Chair of the Healing Pathways Funding Committee during the first and second phases, we thank you most sincerely for your thoughtful guidance throughout the process.

We have also come to the end of my mandate as President. For the past six years, it has been an honour to see change and to serve alongside these teams of committed individuals working on behalf of Nova Scotians. I am grateful to have had the opportunity of meeting Nova Scotians from one end of the province to another. Thank you most sincerely for your work in hospice and palliative care. Together we are making a difference in the lives of many!

Un grand merci à vous tous!

Sincèrement,

Ann



2024-2025 Highlights

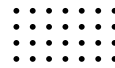
The 2024–2025 fiscal year was a pivotal period of reflection, progress, and renewal for the Nova Scotia Hospice Palliative Care Association (NSHPCA). We began by intentionally looking inward – recognizing and honouring the proud history of the organization, learning from the foundational work that came before us, and revisiting our core values and purpose. This process helped us gain clarity not only on where we have been, but on the direction we need to take.

Engagement was at the heart of this renewal. We met with partners across the province, listened closely to their experiences and perspectives, and asked what NSHPCA meant to them – and what role they believe NSHPCA should play moving forward. These conversations shaped our understanding of the needs and expectations within the hospice palliative care, grief, and wellness communities and reinforced our responsibility to lead with compassion, relevance, and accountability. A key outcome of this engagement was the signing of a Memorandum of Understanding with **Grief Matters**, a Canadian organization that helps individuals and communities better understand and make space for grief through creative, community-based activities. This partnership strengthens our commitment to collaborative, community-driven approaches to grief and emotional wellness across Nova Scotia.

We also laid the groundwork for the next phase of our evolution. A major focus was building the internal capacity and operational infrastructure required to co-lead – with Nova Scotia Health – the implementation of the **Nova Scotia Community Grief and Emotional Wellness Hub Model**. This included designing the governance model, project management structures, and decision-making processes necessary for success. With this foundation in place, NSHPCA is now ready to act as the designated **Community Hub Organization** – a trusted connector, convener, and catalyst for community-based grief and emotional wellness initiatives across the province.

While these efforts required significant attention and resources, we remained mindful of our broader strategic priorities. We worked to balance our commitments while creating space for innovation, collaboration, and future-oriented planning. As we look ahead, we are charting a bold new path for NSHPCA – one rooted in deep respect for the past, informed by community voices, and driven by a clear and hopeful vision for the future of hospice palliative care and grief and wellness in Nova Scotia.





Healing Pathways

Supporting Local Initiatives



At the start of the fiscal year, our focus was on building the foundation for **Healing Pathways**, which includes both the *Healing Pathways Community Funding Grants* and the *Healing Pathways – Grieving Well* (HPGW) initiative. Key activities included establishing the project framework, developing processes for the initial distribution of community funding, selecting a vendor to build the HPGW online directory and web application, and hiring core team members. Between May and August 2025, we successfully recruited a Provincial Community Pathfinder, a Program Director/Project Manager, and an Executive Director.

Through the first phase of the *Healing Pathways Community Funding Grants*, NSHPCA has distributed \$304,274 to support groups and organizations in developing community-based initiatives that align with the Nova Scotia Community Grief and Emotional Wellness Hub Model.

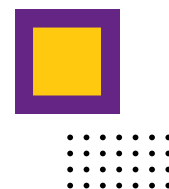
We are helping to build grief-literate communities across Nova Scotia by supporting local initiatives that provide accessible, compassionate grief support. This enables organizations to deliver programs that assist individuals and families through their grief journeys while also raising awareness and understanding of grief as a natural, varied, and personal experience.

Our goal is to reduce stigma and build empathy by investing in education, peer support, and community engagement, creating safe, supportive environments where individuals feel empowered to express their grief and access the help they need.

We are deeply grateful to the Public Health Agency of Canada, the Government of Nova Scotia, and Nova Scotia Health for their continued support and partnership in advancing the Healing Pathways Community Funding Program and its vital work in communities across the province.



Healing Pathways: Funding Delivered



The first phase of Healing Pathways Community Funding grants supported 14 organizations across Cumberland, Colchester, and East Hants counties. These groups completed innovative projects designed to support grief and emotional wellness in their communities.

Successful Applicants - September 2024	
Lukeslegacyns Memorial Society	\$17,490.00
STEPS on Arthur	\$4,801.69
Portapique Community Centre	\$45,000.00
Kemptown and Area Recreation Association	\$660.00
Truro & Colchester Chamber of Commerce	\$17,600.00
Wallace Area Development Association	\$48,000
Bass River Fire Brigade	\$12,344.30
West Colchester Medical Society	\$13,495.51
Millbrook First Nation/Millbrook Mental Health	\$46,350.00
Colchester East Hants Community Hospice Society	\$39,167.00
Cumberland County Hospice Palliative Care Society	\$45,246.00
Canadian Mental Health Association - Nova Scotia Division	\$6,654.42
Maggies Place Family Resource Centre (Cumberland)	\$3,100.00
Advocate & District Development Association (Advocate)	\$4,365.40

A second round of grant funding opened in January 2025, expanding eligibility to organizations across the entire province and encouraging a broader range of community-led grief support initiatives. This round aims to build on the successes of the initial grants by reaching more diverse populations and addressing unique regional needs related to grief, loss, and healing. Successful recipients of this second round of Healing Pathways Community Funding will be announced in June 2025.

“The support from Nova Scotia Hospice Palliative Care is very much appreciated and will benefit our organization’s STEP’s on Arthur program in many ways. The grant will help our organization purchase music equipment to assist us in setting up a music program. The music program will help with managing stress, self-regulation, accessing support, and encouraging participation in new ways. Using music therapy can contribute to emotional, psychological, cognitive, and social health. It will provide participants a chance to have safe small group interactions with peers and connect them to social and community musical activities. Music therapy also helps people that are non-verbal express themselves through song, beats and base in a song which can sometimes help them express their needs and wants.”



— Bonnie Brown, Steps on Arthur

Phase Two

Expanding Support Province-Wide

Following the success of Phase One, NSHPCA received over 50 applications for Phase Two of the Healing Pathways Community Funding Grants, representing an exciting expansion of interest from all corners of Nova Scotia. The response underscores the urgent need for locally delivered grief and emotional wellness services across rural, urban, and traditionally underserved communities.

After a detailed and thoughtful review by the Steering Committee, a new group of recipients has been selected. While the full list of recipients will be announced later in 2025, we are pleased to share that the successful applicants span a wide range of regions, including:

Cape Breton, Central Nova, Colchester-East Hants, Halifax Regional Municipality, Northern Nova Scotia, South West Nova Scotia, Valley Region.

These new community-led initiatives reflect the same passion and commitment to healing that guided Phase One. They include educational programming, grief groups, culturally responsive resources, and new models of peer-based support.

NSHPCA looks forward to supporting these organizations as they bring their visions to life.

Projects Making Progress

In early 2025, NSHPCA launched the **Nova Scotia Grief Alliance (NSGA)** in partnership with Nova Scotia Health – a landmark initiative that deepens our commitment to those living with grief across the province. The NSGA serves as a province-wide connector, bringing together individuals, health professionals, and community organizations who are actively engaged in, or newly exploring, the realm of grief support.

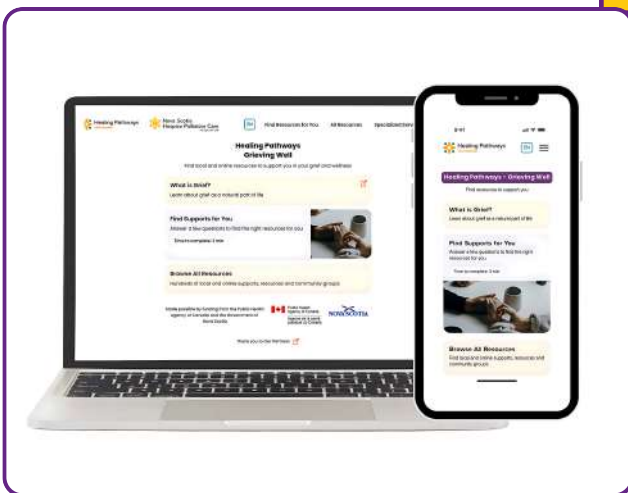
At its heart, the Grief Alliance is about capacity-building. It exists to strengthen the grief landscape in Nova Scotia by providing a platform to share best practices, expand access to resources, and build meaningful collaborations.

Early response to the NSGA has been overwhelmingly positive, with significant interest in upcoming webinars and roundtable discussions. As this initiative continues to evolve, we anticipate it will become an important hub for grief education, awareness, and systems-level collaboration in Nova Scotia.



Healing Pathways - Grieving Well

A New Resource for Nova Scotians



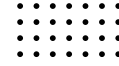
As part of our ongoing mission to meet Nova Scotians where they are in their journey through grief, NSHPCA is proud to unveil **Healing Pathways – Grieving Well** – an innovative new online directory and web application designed to help people find the support they need, when and where they need it.

While the directory will expand province-wide in 2025, it currently highlights resources available in Cumberland, Colchester, and East Hants.

This easy-to-navigate platform connects individuals, caregivers, and professionals to grief and emotional wellness services that are localized, relevant, and rooted in community. Whether someone is looking for one-on-one counselling, group programs, cultural supports, or educational tools, Healing Pathways makes these resources visible and accessible.

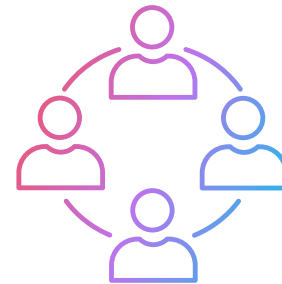


Organizational Development



With the arrival of a new Executive Director in August 2024, NSHPCA focused on strengthening its foundation through relationship-building, reflection, and renewal. Early efforts centered on understanding the organization's history, reconnecting with board members, and engaging key partners including the Office of Addictions and Mental Health, Nova Scotia Health, hospice and palliative care societies across the province.

Relationships were also deepened with national and provincial hospice organizations, ensuring alignment with broader priorities and best practices. These actions helped clarify NSHPCA's evolving role and laid the groundwork for more collaborative, sustainable work ahead.



Operational Infrastructure

NSHPCA made meaningful progress in strengthening its operational foundation. Key achievements included the development and revision of core policies and procedures across Human Resources, Finance, Information Management/Technology, and Privacy and Security.

In October 2024, NSHPCA reached a major milestone with the opening of its first physical office. Located off the Halifax peninsula, this new space was intentionally selected to serve as a central hub – conveniently accessible to both members and the public – offering a welcoming point of contact and strengthening our community presence.

To support ongoing operations, NSHPCA hired a Communications Director and an Administrative Assistant, and outlined additional staffing needs for 2025–2026.



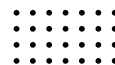
NSHPCA Head Office
647 Bedford Highway, Halifax, NS

Communications & Engagement

In 2024–2025, NSHPCA developed and implemented a comprehensive engagement strategy to guide the community needs assessment and the collection of grief resources for the **Healing Pathways – Grieving Well** online database. This work was supported by the development of a targeted communications plan that informed and amplified several key initiatives, including the launch of the **Healing Pathways Phase 1 & 2 Community Grants**, the **Healing Pathways – Grieving Well** platform, the **Nova Scotia Grief Alliance**, and the **NSHPCA newsletter**.

We also undertook a strategic review of our communications tools and public presence, leading to an updated and expanded social media strategy, refreshed promotional materials, and improved outreach efforts. Additionally, a review of core programs and offerings – such as **Advance Care Planning**, **Membership**, and the **Wall of Memory** – was initiated to assess relevance, reach, and future potential. These efforts collectively laid the groundwork for deeper public engagement and clearer alignment with NSHPCA's evolving mission.

Strengthening Our Team and Programs



Behind every successful initiative is a team of people working with care, integrity, and focus. NSHPCA is fortunate to have a dedicated group of passionate professionals who bring both expertise and heart to everything they do. Their work is grounded in compassion, collaboration, and a shared commitment to advancing hospice palliative care and grief literacy across Nova Scotia.

This year, the operational leadership team played a vital role in strengthening our foundation, supporting communities, and driving forward the vision of a more compassionate province. We are proud to introduce the individuals behind our current work – each of whom contributes meaningfully to the progress we’ve made and the future we are building.



TIM GUEST
Executive Director



ZOE ZHANG
Administrative Assistant



KRISTIAN SUEN
Community Pathfinder



BETH LYNCH
Program Director/Project Manager



MICHAEL KYDD
Communications Director



Looking Ahead

As we close out the 2024–2025 fiscal year, the Nova Scotia Hospice Palliative Care Association remains firmly focused on planning for the future to ensure sustained growth and lasting impact. Priorities moving forward include expanding membership, increasing donations, securing research grants, and identifying new revenue streams – all guided by a commitment to strategic, sustainable development.

We are also focused on completing the Healing Pathways needs assessment and data collection, expanding the Nova Scotia Grief Alliance province-wide, and strengthening grief education and support through community-based organizations and newly added Community Grief Facilitators.

Our Advanced Care Planning program is undergoing important revisions, including the introduction of a new volunteer training component that will help build capacity and enhance community outreach. In parallel, our branding materials, social media presence, and website will be updated to more accurately reflect our current work and to remain aligned with evolving strategic directions set by the Board.

This year has been one of meaningful progress and accomplishment. From the successful implementation of the Healing Pathways project to the establishment of foundational infrastructure and key partnerships, the Nova Scotia Hospice Palliative Care Association has made important strides in advancing our mission.

This report reflects the dedication, vision, and hard work of our Board and team. With gratitude for all that has been achieved and a strong sense of purpose for the road ahead, we look forward to continuing to grow our impact in hospice palliative care across Nova Scotia.



Treasurer's Summary



Fiscal Year: April 1, 2024 – March 31, 2025

The 2024–2025 fiscal year was marked by strong financial stewardship, with a specific focus on advancing the Healing Pathways project. We welcomed several new staff members and made significant progress in establishing the project infrastructure while supporting numerous community organizations through targeted funding.

In January 2024, NSHPCA was named the provincial coordinator for a new model of grief and emotional wellness care, the Healing Pathways Community Funding Program – a \$2.3 million initiative supported by both federal and provincial governments. This role brought expanded administrative, financial and programmatic responsibilities, with funds allocated toward supporting grief and emotional wellness in the province via capacity building, community engagement, and collaboration with Nova Scotia Health and local organizations.

This provided the Association with a total operating budget of approximately \$900,000 for the fiscal year ended March 31, 2025. Within this budget was the first round of funding to vulnerable communities. In the first round, distributed in June 2024, we stewarded over \$300,000 to 14 organizations in Colchester, East Hants, and Cumberland Counties.

Beginning in this fiscal year, NSHPCA began vetting the next round of applications for community funding. The second round of funding was expanded province-wide, with over \$600,000 in grants planned to be distributed to eligible nonprofits in April/May 2025.

This significant increase in funding required an enhanced approach to monitoring and managing financials and reporting. Throughout the year, we hired a bookkeeper and enhanced our financial controls by switching financial institutions to one that more closely aligned with our needs for segregated approvals and accurate tracking. Management also maintained a prudent and transparent approach to administrative spending, ensuring that most resources directly supported community impact. NSHPCA closed the fiscal year in a stable financial position, having met all reporting and compliance obligations.

We extend our sincere gratitude to our funding partners, donors, and community collaborators, whose ongoing support enabled this transformative work. As we look ahead, NSHPCA remains deeply committed to fiscal responsibility, strategic growth, and the expansion of both the Healing Pathways program and our core work in hospice and palliative care and grief education across Nova Scotia.

Respectfully submitted,

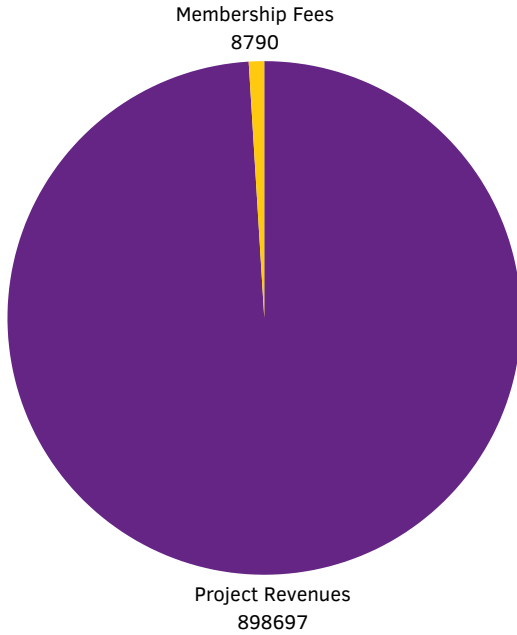
A handwritten signature in black ink, appearing to read "Nicholas Chamberlain".

Nicholas Chamberlain
Treasurer, NSHPCA

Financial Summary

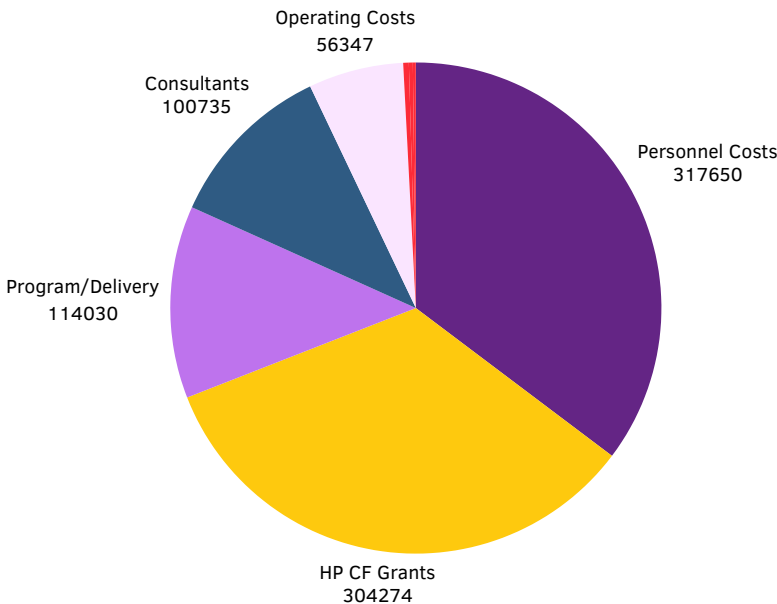
Fiscal Year: April 1, 2024 – March 31, 2025

Total Revenue: \$907,914



Category	Amount	% of Revenue
Project Revenues	\$898,697	98.99%
Donations	\$8,790	0.97%
Membership Fees	\$360	0.04%
Income Interest	\$67	0.01%
Total Revenue	\$907,914	100%

Total Expenses: \$900,452



Category	Amount	% of Expenses
Personnel Costs	\$317,650	35.30%
Operating Costs	\$56,347	6.30%
Consultants	\$100,735	11.20%
Program/Delivery	\$114,030	12.70%
HP Grants	\$304,274	33.80%
Admin/Other	\$7,416	0.80%
Total Expenses	\$900,452	100%

Committed Governance

Ann V. Cosgrove – President
Educator, Community Advocate, Non Profit
Specialist
Halifax, NS

Corrie Stewart – Vice President, Chair
Healing Pathways Steering Committee
Executive Director, Palliative Care Society of
Cape Breton County
Sydney, NS

Nicholas Chamberlain – Treasurer
Risk Advisor, Deloitte Atlantic
Halifax, NS

Shelley Mann – Secretary
South Shore Hospice Palliative Care Society
Bridgewater, NS

Marianne Arab – Past President, Chair
Conference Planning Committee
Manager, Psychological Oncology/Palliative
Cancer Care Program, NSH
Halifax, NS

Janet Carver
Manager, Cancer and Palliative Care,
Western Zone
Bridgewater, NS

Dr. Alana Cormier
Family Physician
Middle Musquodoboit, NS

Hubert d'Entremont
Community Advocate representing Acadian
Community
Saulnierville, NS

Margaret Ellen Disney
Past Chair, Pictou County Palliative Care
Society
Pictou County, NS

Laura Hicks
Executive Director, Cumberland County Hospice
Palliative Care Society
Amherst, NS

Rhonda Johnson
Program Administrative Officer - North Preston,
African Nova Scotian Affairs
Halifax, NS

Taylor Kerr
Clinical Nurse Educator Palliative Care, Western
Zone, NSH
Yarmouth, NS

Andrea MacDonald
Health Services Manager, Palliative Care
Services & Alternate Level of Care SMRH, NSH
Antigonish, NS

Janna MacKay
Director of Health, Pictou Landing First Nation
Pictou Landing First Nation

Rev. Sarah Scott
Advanced Care Planning Facilitator, Spiritual
Health Clinician, NSH
Wolville, NS

Hon. Diana Whalen, Chair Healing Pathways
Community Funding Sub-Committee
Former Deputy Premier, Minister of Justice,
Minister of Finance, Chair of Treasury Board
Halifax, NS

From us to you, thank you, Ann.

The NSHPCA owes its success to Ann Cosgrove, whose remarkable leadership and dedication have shaped the organization into what it is today. As Ann steps into retirement after years of exceptional service as President, we reflect on the profound impact she has had on our mission and the community we serve.

Under Ann's guidance, the NSHPCA not only overcame challenges but thrived, consistently working toward improving the lives of those in need. Her visionary leadership, coupled with her deep passion for helping others, has left an indelible mark on our programs, staff, and the broader community. Ann's commitment to excellence, compassion, and innovation will continue to inspire us all for many years to come.

Ann's legacy is one of unwavering service and dedication, and it is a privilege to have had her at the helm. As she embarks on this well-deserved retirement, we extend our deepest gratitude for everything she has done for the NSHPCA. Her contributions will always be remembered with the utmost respect and appreciation.



**Fight for the things that you care
about, but do it in a way that will
lead others to join you.**

– Ruth Bader Ginsburg

