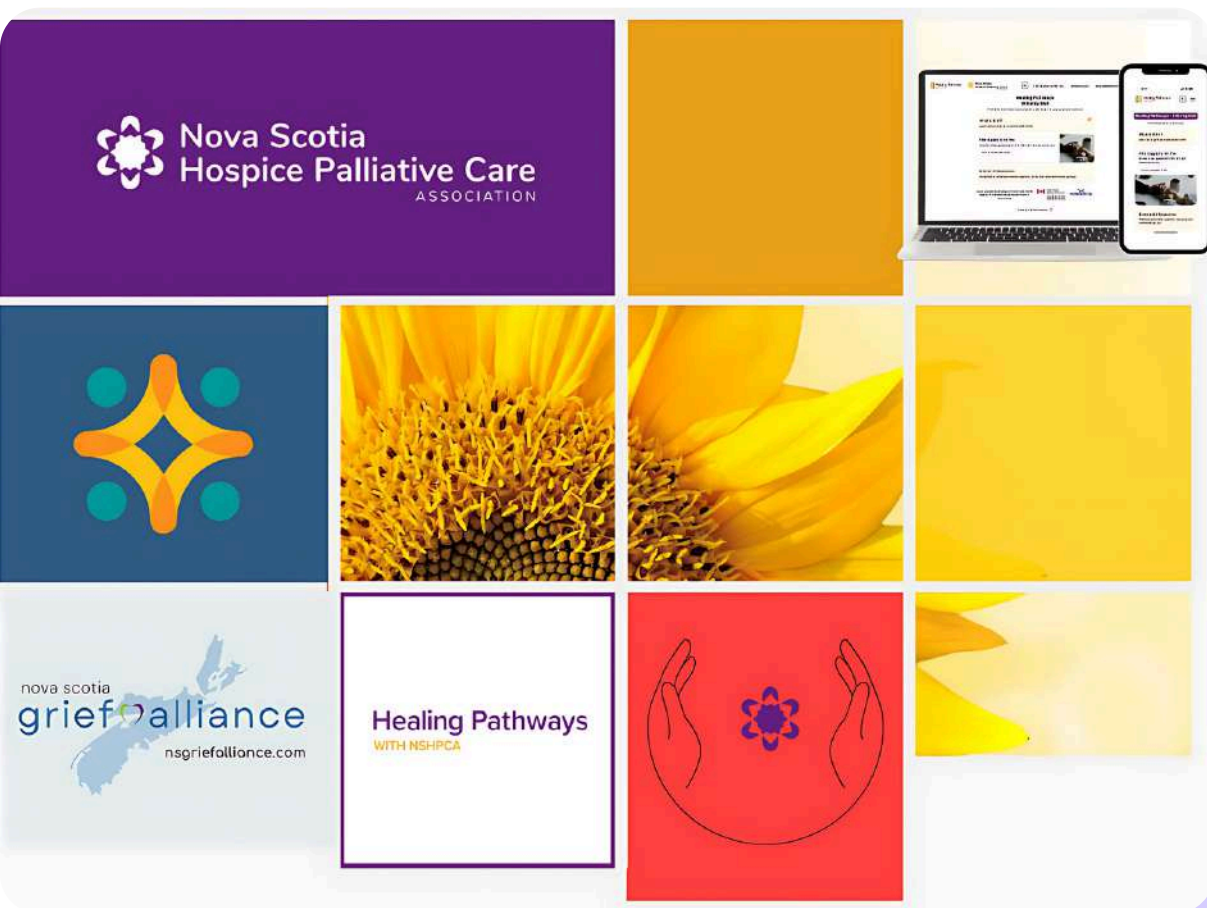


ACCOUNTABILITY REPORT

September 1, 2024 - March 31, 2025



Prepared by:

Tim Guest
Executive Director,
NSHPCA

Prepared for:

**NS Office of
Addictions and
Mental Health**

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Executive Summary



The past year marked a period of renewal, momentum, and strategic growth for the Nova Scotia Hospice Palliative Care Association (NSHPCA). Building on a strong foundation and a deep appreciation for the organization's history, NSHPCA undertook important work to reaffirm its core values, and chart a bold, future-focused direction.

Central to this evolution was province-wide engagement. Through meaningful conversations with partners, community leaders, and front-line service providers, NSHPCA gained valuable insight into the needs and expectations of Nova Scotians experiencing grief, loss, and emotional challenges.

To support ongoing collaboration and coordination, NSHPCA actively participated in several key provincial forums and working groups, including the **MCC C.13 Leadership Council**, **MCC C.13 Implementation and System Enabler (ISET)**, **NSHPCA/NSH Meetings**, **NSHPCA and Office of Addictions and Mental Health (OAMH) Meetings**, and the **MCC 2025 Needs and Impact Assessment Working Group**. These efforts ensured that NSHPCA remained aligned with system-wide priorities while contributing meaningfully to integrated strategies across sectors.

NSHPCA also laid the operational groundwork to lead the **Healing Pathways Program** in 2024–2025, during which we delivered phases 1 & 2 of Community Funding Grants totaling \$940,153.49.

In early 2025, NSHPCA, in collaboration with Nova Scotia Health, launched a major new initiative: the **Nova Scotia Grief Alliance** (NSGA). At the same time, we introduced **Healing Pathways - Grieving Well**, an online directory and web application designed to connect Nova Scotians with local grief and emotional wellness supports. This work was undertaken as part of the implementation of the **Nova Scotia Community Grief and Emotional Wellness Hub Model**. To support our role as the designated Community Hub Organization, we established governance structures, project management systems, and decision-making processes – positioning us as a trusted connector, convener, and catalyst for grief and emotional wellness efforts across the province.

These accomplishments reflect the collective efforts of dedicated partners, clinicians, volunteers, and community leaders, and would not have been possible without the vital support of the Public Health Agency of Canada, government of Nova Scotia, and Nova Scotia Health. As NSHPCA moves forward, it remains deeply committed to ensuring every Nova Scotian has access to compassionate, community-based support in times of grief and loss.

NSHPCA Overview



Mission

The NSHPCA was established in 1994 to promote the philosophy and principles of palliative care. Today, the NSHPCA works collaboratively with healthcare system partners to support the implementation of grief and emotional wellness programming while continuing its mission to achieve comfort and peace for persons living throughout Nova Scotia with life-threatening illnesses.

Operational Infrastructure

NSHPCA has 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.

Project Highlights

Healing Pathways: Funding Delivered & Projects Initiated

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.

Healing Pathways Phase One Funding

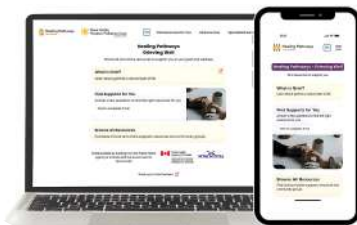


The first phase of the Healing Pathways Community Funding Grants supported 14 organizations across Cumberland, Colchester, and East Hants counties, providing a total of \$304,274 to help these groups develop innovative, community-based projects that promote grief support and emotional wellness in alignment with the Nova Scotia Community Grief and Emotional Wellness Hub Model.

Phase Two launched in January 2025, approving 27 projects across Nova Scotia and distributing a total of \$635,879.61 in funding. The program received 49 applications in this phase. Implementation and follow up will occur throughout 2025-2026.

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

Healing Pathways - Grieving Well



Healing Pathways - Grieving Well is a new online directory of grief and emotional wellness resources designed to support Nova Scotians. The platform guides users through a series of questions to help them find resources most relevant to their individual needs.

Database Development and Launch (2024–2025):

Over the past year, the NSHPCA team successfully negotiated an agreement with MindSea, establishing the foundation for an ongoing collaboration through regular planning and coordination meetings. NSHPCA has supported all phases of development and facilitated early user testing in early 2025 to help shape the user experience.

Website Launch:

- Phase One: Focused on Cumberland, Colchester, and East Hants Counties, launched March 31, 2025.
- Phase Two: Province-wide expansion planned for later in 2025.

Project Highlights



Nova Scotia Grief Alliance

The creation of the Nova Scotia Grief Alliance marks a significant achievement and a major milestone in advancing the Nova Scotia Community Grief and Emotional Wellness Model. As a central component of the Model, the Alliance brings together key partners to strengthen grief and emotional wellness supports across the province.

Development and Launch (Fall 2024 - Spring 2025):

In Fall 2024, NSHPCA began working with Nova Scotia Health to shape the concept, coordinate meetings, and facilitate collaborative planning. The Terms of Reference was finalized and shared with the Office of Addictions and Mental Health (OAMH) in March 2025. This ongoing collaboration led to the official launch of the Nova Scotia Grief Alliance in April 2025.

Offerings:

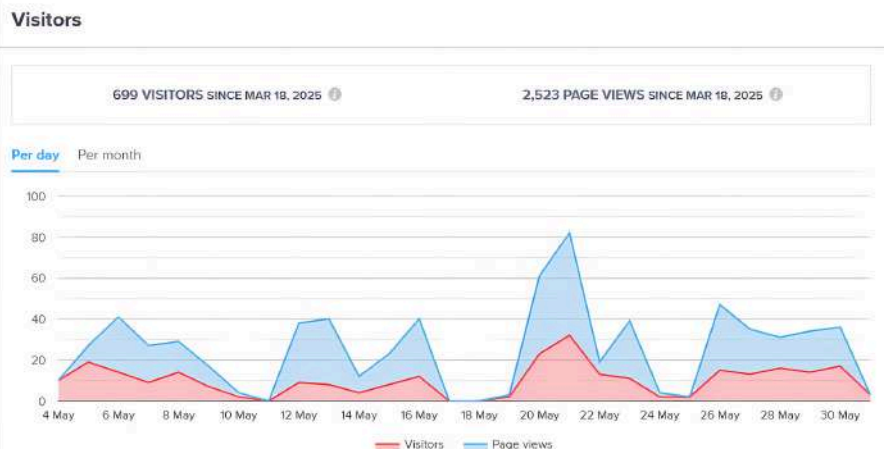
The Grief Alliance provides webinars, regional roundtables, and an annual symposium shaped by identified community needs.

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.

The NSGA is connected through its website (nsgriefalliance.com), Facebook, and Instagram.

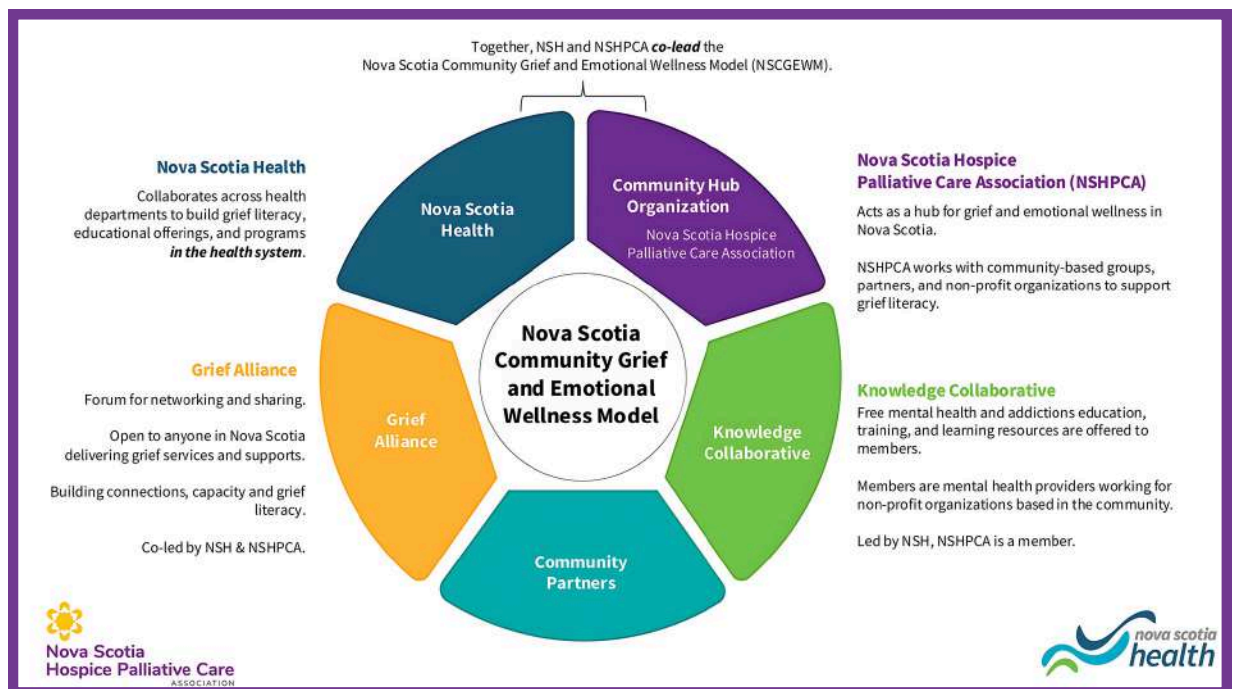
NSGA Website Performance Summary (March–May 2025):

Since establishing a baseline in March 2025 (29 visitors, 261 page views), website performance has increased significantly. In April, visitors rose to 365 (+1159%) and page views to 1,495 (+473%), likely driven by strong social media engagement and event promotion. While May saw a slight dip, the site still attracted 305 visitors (+952%) and 767 page views (+193%) – remaining well above the baseline.



NS Community Grief and Emotional Wellness Model

The **Nova Scotia Community Grief and Emotional Wellness Model** is a framework designed to coordinate compassionate care and support across Nova Scotia. Rooted in collaboration, it brings together community groups, public voices, and health professionals to strengthen initiatives and deepen our shared understanding of grief. By inviting inclusive participation, the model promotes education, tools and capacity building to help both health care teams and communities support one another in meaningful, everyday ways.



Co-led by the Nova Scotia Hospice Palliative Care Association (NSHPCA) and Nova Scotia Health, the model strengthens grief literacy, raises awareness of available resources, and works to reduce stigma through public education and open conversations about grief.

As the province's designated Community Hub Organization, NSHPCA continues to support community groups and the public by delivering programs and community funding grants, building relationships and partnerships, and strengthening community engagement, ensuring that the voices of Nova Scotians remain at the centre of how grief support is shaped and delivered.

Community Engagement



Integrated Community Engagement and Capacity Building May 2024 - March 2025:

From **May to August 2024**, the Provincial Community Pathfinder, on behalf of NSHPCA, focused on laying the groundwork for community engagement and capacity building. This included summarizing past engagement activities, gathering information on community-based services, reviewing core principles for service competencies, and initiating contact with the IWK Pediatric Advanced Care Team.

By **September 2024**, the focus shifted to establishing strategic partnerships to support community capacity building. Work began on the design of a community-based service database, and key individuals within the sector were identified to help map existing strengths and opportunities.

In **October 2024**, the Community Engagement Plan was actively under development. Connections with community-based organizations continued to grow, and sample entries for the community service database were shared with MindSea for the Healing Pathways Grieving Well platform. Regular coordination was also maintained with the Northern Zone grief coordinator.

The period of **November through December 2024** marked a major milestone, with the completion of the Community Engagement Plan. Numerous meetings were held with groups such as Hospice Halifax, Nova Scotia Health, the IWK Bereavement Team, and other community organizations and hospice societies across the province, demonstrating broad and deepening engagement.

Between **December 2024 and January 2025**, further outreach continued with organizations including Bernie's Buddies NS, Valley Hospice, Legacy of Life, and West Colchester Medical Society. The completed engagement plan was also presented to the Communications & Community Relations Subcommittee, ensuring strategic alignment with broader efforts.

Finally, in **February and March 2025**, direct community engagement intensified. The Pathfinder participated in five regional partner meetings, visited eight communities, and met with over 70 individuals across Colchester and Cumberland. Regular dialogue was maintained with the NSH Community Engagement Team to discuss province-wide scaling. Tools for service provider data collection and community needs interviews were finalized and reviewed. The service database also neared completion, with around 50 specialized and national/provincial services submitted to MindSea for integration, marking a significant step forward in capacity mapping.

Continued Progress

Accountability Framework:

The project's Accountability Framework has been completed and serves as a foundational tool to support the implementation of the Nova Scotia Community Grief and Emotional Wellness Model. It outlines clear ownership of responsibilities related to program activities, as well as the processes for monitoring and reporting.

This framework is used to guide NSHPCA's obligations under the Funding Grant Agreement with the Province of Nova Scotia's Office of Addictions and Mental Health, ensuring transparency, consistency, and alignment with provincial expectations throughout the delivery of the Model.

Strategic Pause on Advisory Council Formation:

We decided to place the establishment of an Advisory Council on hold to focus on successfully launching the Nova Scotia Grief Alliance. This approach allows us to assess whether there is overlap or duplication between the two groups that could create confusion and reduce engagement. By giving the Alliance time to grow and evolve, we can take a more strategic, informed approach to shaping the Advisory Council's role in the future.

Public Information Campaign:

A public information campaign was also included in the original work plan. However, as work progressed in Fall 2024, it became clear that fully establishing the Healing Pathways initiatives would provide a stronger foundation for public outreach. Additionally, the campaign's timing coincided with Nova Scotia Health's **Life Changes** campaign. To avoid overlapping efforts and ensure clear, effective messaging, the NSHPCA public information campaign has been rescheduled for Fall 2025.



Looking Ahead



As we move forward, key priorities include:

- The Healing Pathways – Community Funding (Phase Two) Spoke Activity Report will be submitted in June 2026. In the lead-up, we'll hold check-in meetings and begin gathering stories and feedback to inform the report.
- Planning for the launch of Phase Three of the Healing Pathways Community Funding Grants.
- Continuing to expand the Healing Pathways – Grieving Well online resource directory.
- Measuring the impact of NS Grief Alliance events, webinars, and networking activities.
- Expanding Provincial Supports and Monitoring Effectiveness through Community Engagement and Needs Assessment. Reports have been added as appendices:

NSHPCA Bi annual Spoke Activity Report April 2025.

NSHPCA Accountability Framework May 2025.

- Hiring two Community Grief Facilitators to support Eastern/Northern Region of Nova Scotia and the other for Western/Central Nova Scotia.
- Expanding educational and training opportunities for community groups involved in grief support.

These efforts will continue to strengthen the provincial grief support system, ensuring that communities across Nova Scotia have access to meaningful, compassionate, and coordinated grief and emotional wellness resources.

Media

(Click links to access)

Grants For 14 Groups Offering Grief, Bereavement and Mental Health Supports.

OP-ED: Healing Pathways: Supporting Nova Scotia's journey through grief

Healing Pathways – Grieving well online directory launched

By Pat Healey - April 4, 2025

N.S. Grief Alliance launched

Halifax, NS, Canada / Hot Country 103.5

Kelli Rickard

Apr 15, 2025 | 11:06 AM

First round of Healing Pathways Community Fund Grants awarded



APR 9 - EPISODE 123 - 2HR 5MIN

The Todd Veinotte Show | April 9, 2025

[The Todd Veinotte Show](#)

▶ Play



This accountability report was prepared by the Nova Scotia Hospice Palliative Care Association as part of its agreement to serve as the Community Hub Organization under the Nova Scotia Community Grief and Emotional Wellness Hub Model. The information provided reflects organizational activities (completed and in progress) up to and including March 31, 2025.

Questions may be forwarded to NSHPCA Executive Director, Tim Guest.

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Thank you.



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Bi Annual Spoke Activity Report Healing Pathways

BETH LYNCH, PROGRAM DIRECTOR/ PROJECT MANAGER

APRIL 28, 2025



NSHPCA is pleased to submit this bi-annual spoke activity report for the reporting period ending April 30, 2025, in response to the requirements of article 7.3 of the funding agreement.

Overview

This report will provide an update on the Healing Pathways spoke activities including partner collaboration, Healing Pathways Community Funding distributed in phase 1 including reported activities, results, challenges, and lessons learned by funded organizations communicated in their final project reports.

Healing Pathways Community Funding Phase 1 Report Overview

The Healing Pathways Community Funding Program Phase 1, launched in June 2024 with \$300,000 available to distribute to organizations in Colchester, Cumberland, and East Hants Counties. As reported in the November 2024 Bi-Annual Spoke Activity Report, NSHPCA allocated \$304,274 to 14 non-profit organizations across Colchester, Cumberland, and East Hants counties. This funding enabled these organizations to deliver grief, bereavement, and emotional wellness programs and services for their communities.

Phase 1 of the Healing Pathways Community Funding Program highlighted a significant demand for grief, bereavement, and emotional wellness support in the region. The funded initiatives addressed a wide range of needs, recognizing that different individuals require different forms of support.

Spoke Organizations - Accountability Reporting

Below is an overview of each spoke organization, including a summary of their project, the amount of funding allocated, key outcomes, indicators used, data collection methods, and results.

<p>Organization Name: Lukeslegacyns Memorial Society</p> <p>Funding Period: August 2024- March 2025</p> <p>Funding Amount: \$17,490.00</p>	<p>Summary of Project: This volunteer-driven initiative focused on supporting children's mental well-being and creating safe learning environments. The project was an 8-session art group focused on grief for grades 7-9. The organization reported that the project was successful due to its dedicated volunteers, creating a "safe place" where children felt supported and secure, particularly due to recent tragedies that have heightened the need for emotional well-being resources.</p> <p>Project Outcome: It was reported that these students now have a supportive network of both peers and adults with whom they can comfortably discuss their feelings about grief and death. "I don't want the group to end. I like coming here so I can remember my grandfather without upsetting the people in my house."</p>		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> To provide emotional support To facilitate positive learning experiences To foster community involvement 	<p>Pre and Post surveys were conducted to assess:</p> <ul style="list-style-type: none"> Comfort expressing feelings of grief Assess increased knowledge and understanding Increased comfort expressing/experiencing grief Increased confidence 	<p>Timing:</p> <ul style="list-style-type: none"> Preprogram survey Post program survey <p>Frequency:</p> <ul style="list-style-type: none"> Twice for each participant <p>Source:</p> <ul style="list-style-type: none"> 4 post surveys Surveys to recipients and volunteers in the program 8 sessions art group 4 participants each session 4 pre surveys 	<p>The survey results indicate that the class helped participants develop a better understanding of grief expression and connection with others. Before the class, many were unsure about how to express their feelings or connect with fellow grievers. After, participants felt more confident in using healthy ways to express their grief, with a particular appreciation for art-based activities. The class fostered greater connections</p>

			<p>and provided tools for remembrance.</p> <p>Participants initially expressed mixed feelings about sharing their grief and connecting with others. However, after the class, there was a noticeable improvement in their understanding of healthy grief expression and remembrance practices. Artmaking, especially the t-shirt activity, proved to be a powerful tool for emotional processing and honoring lost loved ones. Many participants reported feeling more connected to others who were also grieving, and there was a slight increase in confidence when using new tools to express their grief. Overall, feedback was positive, with participants particularly enjoying the creative activities and the opportunity to share meaningful experiences.</p>
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Organization Name: Steps on Arthur	Summary of Project: STEPs on Arthur is an organization dedicated to supporting adults with intellectual disabilities. Through the Healing Pathways Community Funding, it has expanded its programming to include music therapy. This initiative offers access to various instruments and volunteer-led music instruction, providing clients with opportunities for creative expression, social interaction, confidence-building, and improved mental wellness. The "STEPS into Music" program has been particularly impactful in supporting grief, bereavement, and emotional wellness, as engaging with music stimulates the brain, releasing dopamine and promoting positive emotions.		
Funding Period: August 2024- March 2025	Clients also contributed to the creation of the music room by participating in drywalling, painting, and stenciling, which provided a strong sense of accomplishment.		
Funding Amount: \$4801.69	Project Outcome: The space has become a significant place for relaxation, expression, and personal growth. Many clients have expressed their gratitude for this peaceful area, which allows them to explore new experiences, challenge themselves, and connect with others.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
Short Term <ul style="list-style-type: none"> • Be educated on the value of music therapy. • To learn how to read sheet music. • To use music therapy to help cope with anxiety and depression. 	<ul style="list-style-type: none"> • Participants will engage in discussion groups for informal observation: the retention of the information retained around music therapy and its benefits. <p>Oral testing will be performed to determine the ability to read sheet music.</p> <p>Participants will be given a survey to</p>	<p>Timing:</p> <ul style="list-style-type: none"> • 6 months into program <p>Frequency:</p> <ul style="list-style-type: none"> • once <p>Source:</p> <ul style="list-style-type: none"> • Discussion Groups • Surveys 	<p>The room has been valuable in managing depression and anxiety, with clients participating in jam sessions as part of their healing journey. Through music, clients can express their emotions, often bringing smiles to their faces and strengthening their connections with others. The organization reported that many musical members of the community offered to support the initiative volunteering to teach clients to play the instruments.</p>

<ul style="list-style-type: none"> • To gain confidence through the learning of new skills. • Build new relationships through participation in music therapy 	<p>complete before and after participating in music therapy sessions.</p> <ul style="list-style-type: none"> • A survey in advance will be provided before starting the music therapy program and a survey will be taken 6 months into the program to determine client's self-assessment to the confidence and the willingness to participate in new activities. 		<p>They received 18 survey responses reflecting the impact of the music room. When asked what the music room offered, 14 participants said it helped them feel more relaxed, and another 14 appreciated the opportunity to learn new things. Additionally, 12 respondents shared that it allowed them to express themselves through music, and 12 felt it provided a way to clear their minds. These responses highlight the music room's role in promoting relaxation, creativity, and personal growth.</p>
Long Term <ul style="list-style-type: none"> • To increase confidence. • To improve mental health, mental stimulation, and social engagement. 			

Organization Name: Portapique Community Centre	Summary of Project: The "CommunityCare&Connect"initiativeprovidesafreelunchprogramalong with other supports,suchastheNSHealthmobileservice.Serving30-50peoplepersession, this volunteer-driven programdeliversessential support,includingoccasionalmusicalperformances. It promotes social connections,accesstohealthymeals,volunteereengagement,partnerships, and strengthens community bondsby bringingbothresourcesandpeopletogether.		
Funding Period: August 2024- March 2025			
Funding Amount: \$45,000.00	Project Outcome: The programhasaddressedtheevidentneedforsocialsupport,medicalaccess, and food assistance,which werethemostfrequently utilizedservices.		
Expected Outcomes	Indicators	DataCollectionPlan	Actual Results
<ul style="list-style-type: none"> An increase in community engagement Improved access to services Enhanced social connections 	<ul style="list-style-type: none"> Attendance numbers Feedback Surveys: measure usefulness of service, satisfaction levels, suggestions for improvement 	Source: <ul style="list-style-type: none"> Surveys Attendance numbers:30-50 people persession 	Key accomplishments include encouraging individuals who would otherwise stay home to participate weekly. One volunteer shared that they look forward to getting out more to contribute to this meaningful initiative. Meal access was reported as of utmost importance.
Organization Name: Kempton and Area Recreation Association	Summary of Project: In response to community isolation, the association launched a monthly open mic night at the community center. This event offers local musicians a platform to perform, fostering a sense of belonging and community while combating loneliness and promoting social interaction.		
Funding Period: August 2024- March 2025	The Kempton and Area Recreation Association shared their belief in the healing power of music, noting how it can unite a community, uplift spirits, and help those feeling lonely.		
Funding Amount: \$660.00	Project Outcome:		

	The association has created a safe space for residents to pick up instruments and perform, with participants reporting increased confidence and stronger connections through these gatherings. Feedback included, "Witnessing old friends reconnect, seeing hugs, laughter, and enjoyment was truly gratifying."		
Expected Outcomes	Indicators	DataCollectionPlan	Actual Results
<ul style="list-style-type: none"> To reduce anxiety, improve mood and provide comfort through music Increase social interaction and community involvement 	<ul style="list-style-type: none"> Increased audience and participant attendance Satisfaction levels from feedback cards 	Timing: <ul style="list-style-type: none"> Post Event Frequency: <ul style="list-style-type: none"> Monthly Source: <ul style="list-style-type: none"> Feedback comment cards Informal conversation 	Musicians and audiences reported an improvement in their mental wellbeing. The organization shared that at first attendance was low but as the community talked more about it, they saw a steady increase.
Organization Name: Truro & Colchester Chamber of Commerce	Summary of Project: A new project was launched to provide wellness resources and workshops for businesses, focusing on topics such as mental health, stress management, and workers' compensation processes for individuals with PTSD and mental health needs. Future sessions will support staff and colleagues experiencing grief. In addition, a Mental Health and Wellness Guide was developed.		
Funding Period: August 2024- March 2025			
Funding Amount: \$17,600.00	Project Outcome: The Truro Chamber of Commerce reported over 190 registrations for mental health events, demonstrating strong community interest and need. A total of 120 survey responses from across Atlantic Canada ensured that the resources developed for the project were inclusive and impactful. The organization printed 300 copies of the Health & Wellness Guide for Business, also making it available for download on their website to increase its reach. The social media campaign promoting		

	events, surveys, resources, and wellness tips garnered 98,141 views, significantly raising awareness within the community. One attendee shared: "It helped me understand and be aware that not all mental crises are messy and loud, some people are suffering without bringing a lot of attention. As a person who works with the public it is good to have this awareness." - representative from Truro Medi Spa.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> Entrepreneurs and employees gain increased knowledge of mental health supports Build Connections to decrease isolation To increase engagement Increase requests of information and resources 	<ul style="list-style-type: none"> Entrepreneurs and employees gain increased knowledge of mental health supports Increased engagement with the Chamber to gain further support Increased requests for information and resources 	<p>Timing:</p> <ul style="list-style-type: none"> Registration tracked as they came in <p>Frequency:</p> <ul style="list-style-type: none"> Two separate surveys (start of project (Fall) and second in Nov/Dec) Surveys post sessions Annual Member Survey <p>Source:</p> <ul style="list-style-type: none"> Tracking registrations Tracking requests for guidebook Conversations and check-ins Surveys 	<p>The initiative has received positive feedback, with businesses appreciating the free resources and networking opportunities, and the Chamber gaining new members.</p> <p>The initiative saw a strong response, with 190 individuals registering and 120 completing the follow-up survey. To support the outreach, 300 copies of the Mental Health and Wellness Guide were printed and distributed. On social media, the campaign reached a wide audience, generating 98,141 views. Survey results highlighted significant concerns within the community: 84% of respondents expressed worry about their mental health, and a majority reported that owning their own business has an impact on their family life. Only 9% rated their overall wellness as "very well," underscoring the need for continued</p>

			focus on mental health and support services.
Organization Name: Canadian Mental Health Association - Nova Scotia Division	Summary of Project: Portapique Community Hall, in partnership with the Canadian Mental Health Association, has developed a walking trail adjacent to the hall, recently enhanced with solar lighting. The trail also features the "Tree of Hope" story and art installations, promoting mental wellness, hope, and healing, and providing a reflective, accessible space for personal engagement and community connection.		
Funding Period: August 2024- March 2025			
Funding Amount: \$6,654.42	Project Outcome: The trail has encouraged individuals to consider how they can incorporate comforting practices into their daily routines, suggesting potential long-term benefits for emotional health.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> To reduce stress and anxiety To improve mood and well-being To increase physical activity To enhance social connections To promote mindfulness and relaxation To reduce stigma associated 	Success will be measured through a post trail survey where participants will be asked to report on the state of mental health pre and post trail experience.	<p>Source:</p> <ul style="list-style-type: none"> Post Trail Survey using a QR code 	<p>Survey results revealed a positive impact on participants' well-being and mindset. Specifically, 65.22% of respondents reported feeling more connected to nature, while 8.70% shared that they felt calm and relaxed as a result of their experience. Additionally, 56.52% felt inspired to integrate small comforts into their daily lives, suggesting a meaningful shift toward prioritizing personal wellness and mindfulness.</p> <p>The Story Trail has received media coverage, including segments on CTV</p>

with mental illness and poor mental health in the community			News Atlantic, CBC Radio's Mainstreet Nova Scotia, and SaltWire-Truro News.
Organization Name: Maggie's Place Family Resource Centre (Cumberland)	Summary of Project: Maggie's Place is making a significant impact in Wentworth with their new outreach support program, which focuses on providing accessible drinking water and fostering community connections. The program addresses the need for clean water access while offering opportunities for residents to engage in free recreational activities, such as snowshoeing.		
Funding Period: August 2024- March 2025			
Funding Amount: \$3100.00	Project Outcome: By gathering feedback through surveys and daily conversations, Maggie's Place ensures the program effectively meets the evolving needs of the community, enhancing the well-being of residents of all ages.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> To support meeting basic needs 24/7 access to safe water source To increase community engagement and connection 	<ul style="list-style-type: none"> Measure winter physical activity through equipment usage tracking User Satisfaction 	Timing: <ul style="list-style-type: none"> Throughout the project Frequency: <ul style="list-style-type: none"> Variable Source: <ul style="list-style-type: none"> Surveys Conversation Equipment tracking sheets 	While the data collected on water access was informal, feedback indicated that many individuals felt less stressed knowing they could rely on the water tap, alleviating financial concerns, especially when water is needed outside of business hours. Regarding winter recreation, limited data was available due to the lack of

<ul style="list-style-type: none"> To promote physical and emotional wellness through physical activity 			snow at the time of the report. However, it was suggested that providing infant sleds could make the trails more accessible for parents, allowing them to enjoy the trails with their young children.
Organization Name: Advocate & District Development Association	Summary of Project: The Advocate District Development Association led a project that provided new cooking equipment to a community hall, significantly enhancing their ability to host events and provide services. This investment allowed the group to improve their culinary capabilities, enabling them to better engage with the community and offer valuable programs. In addition to the new equipment, the association ensured that the group received proper certifications and training, underscoring their commitment to quality and safety.		
Funding Period: August 2024- March 2025			
Funding Amount: \$4365.40	Project Outcome: This project highlights the association's dedication to empowering local organizations and fostering community development through strategic resource allocation. In rural communities, isolation, particularly among those experiencing grief, bereavement, and emotional wellness challenges is a significant concern.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> Reduction in cost of power for community centre Reliability of equipment to better support community events 	<ul style="list-style-type: none"> Seeing a reduction in the power bill Seeing an increase in community hall use Reports of feelings of positivity and encouragement 	Timing: <ul style="list-style-type: none"> Every 2 Months and at the end of project Source: <ul style="list-style-type: none"> Informal feedback Monitor facility bookings 	By equipping the community hall with new kitchen appliances, the association created opportunities to bring people together, helping alleviate isolation and fostering hope and optimism for those facing such struggles. Since the equipment was acquired, the Advocate Children's Party Committee

			hashosted at least three events including a lobster roll dinner, a dance, and a Christmas party at the Advocate Log Building. The new refrigerator, freezer, stove, and tables were all put to good use, and attendees were extremely impressed with the improvements.
Organization Name: Wallace Area Development Association	Summary of Project: This Wallace Area Development Association created a welcoming space for families, which includes a new playground and a gazebo with memorial benches to honor five community members lost in the 2020 mass casualty event.		
Funding Period: August 2024-March 2025			
Funding Amount: \$48,000.00			
	Project Outcome: The Healing Pathways grant has been pivotal in "sparking the flame" of positive change within the community, igniting a movement that fosters growth and connection. The funding has inspired a renewed interest in collaboration, motivating the community to actively pursue future projects together.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> • Collaboration of community • To create a multigenerational natural outdoor space 	<ul style="list-style-type: none"> • Increase in physical activity for youth • Increased sense of belonging 	At the time of the report, they had not completed the survey due to the time of year and weather limitations. However, they did have informal feedback from several families who	The project has achieved its goal of bringing people together. Volunteers involved in the project confirm that the Healing Pathways Community Funding rollout played a crucial role in its success. The process was user-friendly, timely, and the funding was

<ul style="list-style-type: none"> • To create momentum for future endeavors • To create a sense of belonging 		had accessed the playground and really enjoyed it. <ul style="list-style-type: none"> • Surveys-mailout • Surveys-online 	distributed quickly, which boosted morale and reinforced the value of team efforts. This success has encouraged volunteers to continue their engagement and pursue future projects with renewed enthusiasm.
Organization Name: Bass River Fire Brigade	Summary of Project: The Bass River Fire Brigade project focused on supporting mental health and well-being of firefighters through education and training initiatives. The captain of the fire brigade enrolled in training courses to support knowledge in developing and setting up training programs for fire fighters.		
Funding Period: August 2024- March 2025			
Funding Amount: \$12,344.30			
	Project Outcome: The Fire Brigade Captain enrolled in multiple courses and is taking on the role of teaching assistant in some cases. She has also been conducting sessions with her team and collecting data on the impact and growth of participants, which will help assess the effectiveness of the initiatives.		
Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> • Skill enhancement in trauma management, stress reduction, and peer support • Improvement in resiliency • To integrate Knowledge 	Will track metrics <ul style="list-style-type: none"> • such as reduced absenteeism due to stress • increased participation in peer support activities • overall morale within the brigade 	<ul style="list-style-type: none"> • Pre and Post Workshop Surveys • Feedback Forms • Interviews with Participants • Will submit with final report due March 31, 2026 	One of the main challenges for this project was managing the workload and time constraints, leading to a request for an extension to fully utilize the funding. Due to the time required to complete the project, an addendum was created and signed to accompany the original letter of agreement. This outlined the modifications to ensure there was a plan to fully utilize the

<ul style="list-style-type: none"> To improve mental health support To have positive impact on community To impact rural community 			<p>funds before the end date. The final report is due on March 31, 2026.</p> <p>Accomplishments to date include successfully navigating a complex course application process, providing regular progress updates, and collecting valuable data that will guide future decisions. Overall, this initiative is significant for its potential to positively impact the mental health of firefighters and serve as a model for other communities to replicate.</p>
Organization Name: West Colchester Medical Society	Summary of Project: The West Colchester Medical Society supported grieving children at West Colchester Consolidated School in Bass River, providing services for students from primary to Grade 9. These included Equine-Assisted Therapy, eight yoga sessions focused on grief, ten therapy dog sessions, and a field trip to the Ships Company Theatre, open to the entire school. With 150 students and 15 staff members, the school serves children from Five Islands to Great Village.		
Funding Period: August 2024- March 2025	Project Outcome: Highlights included increased engagement from reserved students, joyful moments for grieving children, and positive feedback from families. Teachers also noted improvements in mood and engagement. The overwhelming support for similar future events underscores the initiative’s value.		
Funding Amount: \$13,495.51			
Expected Outcomes	Indicators	Data Collection Plan	Actual Results

<ul style="list-style-type: none"> Improvement in emotional wellness To enhance social support To increase academic engagement To support stress relief To enhance coping skills To improve mental health To improve academic success To support positive peer relationships 	<ul style="list-style-type: none"> Improved emotional wellbeing (mood, behaviour) Enhanced social support (increased social interaction) Increased academic engagement (concentration and engagement) Immediate stress relief (agitation, restlessness) Enhanced coping skills (confidence and independence) Sustained improvement in mental health (anxiety, depression, behavioural issues decreased) Increased academic success Impact to positive peer relationships (reduced bullying, and social isolation) 	<ul style="list-style-type: none"> Surveys to be conducted post event for children and teachers 	<p>The project included a fully funded field trip to The Ship’s Company Theatre as part of an after-school community program, ensuring all students could participate. Feedback was gathered from 119 students (grades 2–9) and 8 staff members. A strong majority (92%) of students enjoyed the performance, and 85% felt happier or more connected to classmates afterward. Additionally, 78% said events like this help when they are feeling sad or upset. Teachers unanimously agreed the event strengthened the school community and supported student well-being. One staff member noted, “The students were fully engaged, laughing, and enjoying themselves.”</p> <p>The West Colchester Medical Society requested an extension to use funds through the end of the school year. While the circus performance was completed, the equine therapy, yoga, and therapy dog sessions required more time due to the need for school board and family consent, delays in securing vendors, and scheduling challenges. A brief extension will allow the project to</p>
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			becompleted as planned, with the final report due June 30, 2025.
Organization Name: Millbrook First Nation/Millbrook Mental Health	Summary of Project: The Millbrook First Nation Mental Health project is designed to offer a safe, confidential space where children can process emotions, build resilience, and develop healthy coping strategies following trauma. To support this goal, an outdoor studio pod kit will be constructed on the grounds of the Millbrook Health Centre. The location ensures both privacy and accessibility, while the space itself will encourage creativity, emotional regulation, and academic growth, all key elements in fostering overall well-being and reducing mental health challenges.		
Funding Period: August 2024- March 2025	Rooted in cultural sensitivity, the project demonstrates a strong commitment to supporting youth in a meaningful and respectful way. The pod will be situated behind the Health Centre, with a window facing the trees to create a calming, nature-connected environment. This holistic space will incorporate cultural art and be used for child bereavement therapy, offering a supportive and healing setting for those in need.		
Funding Amount: \$46,350.00	Project Outcome: This project was more than just construction; it was about creating a safe, therapeutic outdoor space for children and youth seeking mental health services. The team successfully navigated challenges in finding builders and securing funding, ensuring a high-quality outcome that aligns with community values. A standout feature of the design is the outdoor studio pod kit, which offers confidentiality and can only be accessed with trained therapists present. This thoughtful approach highlights their commitment to creating a supportive and healing environment specifically for vulnerable Indigenous children and youth.		

Expected Outcomes	Indicators	DataCollectionPlan	Actual Results
<ul style="list-style-type: none"> To provide a safe place for children to utilize play therapy To promote physical, cognitive, and emotional development To provide space to grieve <ul style="list-style-type: none"> To embrace cultural healing To support emotional regulation, a healthy lifestyle and academic success 	<ul style="list-style-type: none"> Individualclient success(returningfor therapy,mentalhealth improvement) 	<ul style="list-style-type: none"> SurveyParentsand Teacherstoreport observationsofpositive change 	<p>Anextension was requested until May 31,2025, as there were delays finding a contractor and costs exceeded the original budget. The total actual cost turned out to be \$65,240.00. Permission wassought to fund the deposit and reallocate the funds to cover project-specific equipment, materials, and supplies, which was approved. The final report is due on March 31, 2026.</p>
Organization Name: Colchester East Hants Community Hospice Society	Summary of Project: The Colchester East Hants Community Hospice Society worked to support elementary school-age children who were experiencing grief and bereavement. Working through their HUG Centre (Hope and Understanding for the Grieving), the Society will build on peer-led grief support. Components of the program include facilitator training, "refresher" training for those already with training, professional development for staff at the elementary school, two 8-week peer-led grief groups at the school level that will support 20 children, and three family-centered events across Colchester East Hants.		
Funding Period: August 2024- March 2025			
Funding Amount: \$39,167.00	Project Outcome:		

	ColchesterEastHantsCommunityHospiceSocietyfoundthatgrievers often open up more easily when theirhandsareengaged,leadingtothehostingofthreecommunity events before the holidays. Theseeventsinvitedgrievingindividualstoparticipatein a meaningful activity, with refreshmentsprovidedandnatural,heartfeltconversationsprompted by staff. Participants were encouragedtoaskquestionsabouttheirgriefjourney,suchas"Is this normal?"		
Expected Outcomes	Indicators	DataCollectionPlan	Actual Results
<ul style="list-style-type: none"> To improve emotional wellbeing To support development of social skills 	<p>A comprehensive evaluationprocesshas been plannedthat includes:</p> <p>Quantitative Measurements:</p> <ul style="list-style-type: none"> ParticipationRates Retention Rates ReferralRates Demographic Information <p>QualitativeMeasurements</p> <ul style="list-style-type: none"> Participant experience and benefit Facilitator observation Community Impact <p>Implementation Considerations</p> <ul style="list-style-type: none"> Access and availability Quality of training and support for peer leaders 	<ul style="list-style-type: none"> Datawillbecollected using surveysand questionnaires, interviewsandfocus groups, facilitatorlogs, andcommunity assessmentsandwill include: <ul style="list-style-type: none"> Pre-Intervention Assessment Short Term Assessment Long Term Assessment Quantitative Analysis Qualitative Analysis Ongoing Research 	<p>Thegoal of this project was to support elementary-aged children experiencing griefand bereavement, as well as their teachers and parents. Feedback highlighted a significant need for this typeof support and education in the community. The professional development sessions were well attended, though the demand for these services exceeded expectations.</p> <p>82%of participants completed and submitted feedback following the experience. In terms of professional development, 96% rated the experience as excellent or very good, and 92% gave the same high marks for how well their learning objectives were met. The initiative also demonstrated strong value in community engagement, with 94% rating the overall experience and their comfort level as excellent or very good. Notably, 100% of participants stated</p>

	<ul style="list-style-type: none"> Collaborationwith local resources 		<p>theywould recommend the experience toothers, highlighting its effectiveness andpositive reception.</p> <p>Anextension was requested as one part ofthe project including the professional development sessions and group facilitations had to be rescheduled due to contract and provincial directives from the NS Teachers Union. This led to the grief groups to commence in January to be completed in March 2025. NSHPCA has received confirmation that the full amount of funds was utilized by March 31, 2025. The final report is due March 31, 2026, to allow sufficient time to gather feedback and measure the impacts of the program.</p>
<p>Organization Name: Cumberland County Hospice Palliative Care Society</p> <p>Funding Period: August 2024- March 2025</p> <p>Funding Amount: \$45,246.00</p>	<p>Summary of Project: Cumberland Hospice Palliative Care Society developed a comprehensive grief support program to serve all residents of Cumberland County, offering compassionate assistance during times of loss. The program supports referrals from the Palliative Care team, ensuring that individuals and families navigating end-of-life care receive the help they need.</p>		
	<p>Project Outcome: The goal was to hire a social worker to develop a well-structured, evidence-based program accessible to the community. This would also involve the social worker training a team of volunteers to sustain and continue the program in the future.</p>		

Expected Outcomes	Indicators	Data Collection Plan	Actual Results
<ul style="list-style-type: none"> To improve grief support in Cumberland County To create a sustainable ongoing resource that provides access to support in an ongoing manner 	<ul style="list-style-type: none"> Number of contacts reaching out for support Number of referrals from the Palliative Care Team Number of Sessions Number of Participants Participant Satisfaction 	Source: <ul style="list-style-type: none"> Participant Survey Facilitator Self-Evaluation Registration Data 	An extension was requested because they had to first consult with grief specialists in their area, and then hiring the social worker took longer than expected. The program development, and the training have started. A modification through a signed addendum to this agreement was required extending the ability to utilize rent at \$3000 and utilities at \$1000 for an extra 5 months, to July 31, 2025. The final report is due on March 31, 2026.

Challenges and Lessons Learned

Some organizations found it challenging to report quantitative success, as community feedback often came informally rather than through structured data collection methods. Consequently, qualitative data, such as community testimonials and participant stories, became a more effective way to measure impact, offering valuable insights even if hard to quantify.

Several organizations faced challenges with tight project timelines, as funding was received late in August with a December deadline. To address this, we offered extensions on a case-by-case basis, ensuring projects could be completed to a high standard without compromising quality.

Looking ahead, we will introduce a photo consent form as part of the reporting process to ensure necessary permissions for photos to be able to be used in promotional material or project documentation. This will protect participant privacy, comply with legal requirements, and enhance the transparency and accountability of the reporting process.

In future phases, we will clearly communicate reporting and data collection expectations at the project's start and provide ongoing support to ensure successful implementation.

Conclusion The Healing Pathways Community Fund projects have made a meaningful impact on community well-being by addressing

grief, emotional wellness, and social connection. These initiatives have not only provided immediate support but also strengthened organizational capacity, enabling them to better meet future needs. As a result, these funded organizations in the northern region of Nova Scotia are now more equipped to navigate challenges and provide sustained support for their communities.

Accountability Framework

The Office of Addictions and Mental Health (OAMH) holds overall accountability and oversight of the [Nova Scotia Community Grief and Emotional Wellness Model](#) (NSCGEWM) is co-led by Nova Scotia Health and Nova Scotia Hospice Palliative Care Association. The model is one of several key initiatives funded and implemented in response to Mass Casualty Commission Recommendation C.13. The NSCGEWM is a community-based approach that coordinates grief and emotional wellness efforts across Nova Scotia. The model includes five components: Community Hub Organization (NSHPCA); Formal Health System (NSH); Grief Alliance; Knowledge Collaborative; and Spoke Organizations. The framework enables the alignment of appropriate support and services with established community identified needs. The Model includes assessment of community assets and strengths to identify Community Based Organization's readiness to offer Emotional Wellness and Grief and Bereavement supports, with a goal of increasing capacity to create more networked and responsive communities.

The NSHPCA and NSH are required by the OAMH to develop an Accountability Framework that outlines ownership of responsibilities relating to the implementation of NSCGEWM activities, monitoring and reporting. The Accountability Framework is a guiding and mutually agreed framework outlining ownership of responsibilities relating to the implementation of NSCGEWM activities, monitoring and reporting. The **Responsible (R), Accountable (A), Consulted (C), Informed (I) Matrix (Appendix 1)** is intended to clarify roles, responsibilities and decision making between the OAMH, NSH and NSHPCA as it relates to implementation of the NSCGEWM.

Accountability Report Template

The following reporting template is used to guide monitoring and reporting obligations of NSHPCA identified in the Funding Grant Agreement with the Province of Nova Scotia Office of Addictions and Mental Health including:

- Schedule A "Nova Scotia Community Grief and Emotional Wellness Model"
- Schedule C Workplan activities
- The template is designed to align with the MCC C.13 Needs and Impact Assessment Framework to align and reduce duplication of effort across implementation of the NSCGEWM.

REPORTING PERIOD	January 3, 2024 to March 31, 2026				
Theme Area	Activities/Deliverables	Input/Status	Output	Metrics	Outcome
Roles & Structures	Establish roles and support structures at NSH and NSHPCA to fulfill functions of the overall NSCGEWM.	Project Organizational Chart	Committee Structures Operational Structure and Recruitment plan Employee Recruitment (ED, Programs Director/Project Manager, Provincial Community Pathfinder/ Communications Director/ Administrative Assistant/ Community Grief Facilitators (2))	Complete Complete Complete , with Community Grief Facilitator recruitment planned for May 2025	NA
	Establish regular mechanisms for collaboration and coordination (i.e. regular meetings, cross-membership on committees/working groups).	NSHPCA Participation on overarching initiative meeting structures	ISET Leadership Council NSHPCA/NSH Leads Meeting NSHPCA/OAMH Meeting	Complete	NA
	Develop provincial scale and spread plan (including sustainability planning).	PNSHPCA Approved project workplan	Community Engagement plan 2025/26 staffing plan Accountability Framework	Complete	NA
Accountability Framework	Establish Accountability Framework	OAMH – NSHPCA Contract Community Hub Organization Request for Proposals		Complete Submitted to OAMH on May 21, 2025	NA

		NS Community Grief, and Emotional Wellness Hub Model			
Grief Alliance	The Grief Alliance works to establish a network across Nova Scotia to share grief information and resources, foster connections, and strengthen collaboration in grief support. It is designed for individuals working in or interested in grief support, including grief groups, nonprofits, community members, and others.	Needs Assessment (NSHPCA and 2025 NA)	Grief Alliance model development and implementation	Complete	
			Terms of Reference	Development of Grief Alliance TOR- Complete	
			Grief Alliance website	Launch of website- launched April 14/25 - Complete	
			Grief Alliance Offerings (webinars, regional roundtables, and symposium informed by needs)	Number of offerings (webinars, regional roundtables, symposium) Number of participants at Grief Alliance events	TBD
			End of year infographic		

Communications	A communication strategy has been established that includes processes for coordination of key messages and coordinate on communications related to overall NSCGEWM and Grief Alliance. (Ex: branding, response to media requests).	See Grief Alliance Communications Plan	<p>Communications are planned for the following in 2025/26:</p> <p>Grief Alliance - Branding collaterals are being developed and include: logo, website, video assets, and other creative content to promote the Grief Alliance.</p> <p>The Healing Pathways – Grieving Well Online Directory</p> <p>Phase 2 Healing Pathways Community Grants Public Awareness Campaign</p> <p>Reports, Briefing Notes, Information Briefs</p> <p>Meetings with MLAs and government officials</p>	<p>Increase Media coverage (Goal 10 media mentions)</p> <p>Number of official engagements (Goal 100)</p>	
	Coordinate on updates/information as requested by government (Ex: Briefing Notes for House of Assembly)	Requests that come to NSH or NSHPCA from Government that are regarding shared accountabilities we will use existing processes to develop the response together and then the organization that was requested for the information will provide the response copied to the partner.			NA

		Requests that are regarding work that one partner is accountable for will occur through the existing internal processes.			
Monitoring, Reporting, Evaluation	Author report(s) as requested by Government and Progress Monitoring Committee	We will continue to use the existing process where NSH collects the information and submits the response on behalf of both organizations.	Reports, Briefing Notes, Information Briefs	NA	NA
	Develop Accountability Report inclusive of Spoke Outcomes	Information will be taken from submitted Final reports from the Healing Pathways grant initiatives	Accountability Report inclusive of Spoke Outcomes by June 30, 2025, and June 2026	June 2025 Report Submitted, XX Date June 2026 Report Submitted XX dated	NA
	Program Evaluation	Community Funding Phase 1 and Phase 2 activities Healing Pathways – Grieving Well Online Directory	Evaluation Framework developed utilizing the theory of change and process from the Needs and Impact Assessment, including identifying and reporting on outcomes that are results of our activities	TBD	To improve processes, resources, communication, tools, products, website, etc. To ensure programs are delivering expected outcomes.
Grief Directory – Healing Pathways Grieving Well Online Directory	Healing Pathways – Grieving Well is an online directory of grief and emotional wellness resources for Nova Scotians. Users are guided through a series of questions to filter results that are most relevant to their needs.	Needs Assessment (NSHPCA and 2025 NAI)-identifying assets and resources to populate directory. Grief resource identification across the province	Grieving Well Website (Phase one - Northern Zone focus; Phase two - expanding to entire province) Feedback tool for the online directory	Design and develop technology defined in grant proposal – Complete March 31/25 Online directory engagement metrics (clicks; reads) Goal to have a minimum of 100	Improved awareness of and navigation to community-based grief resources and services

Community Engagement and Capacity Building	<p>To create educational and training opportunities for community members and professionals working in the community to support grief</p> <p>Implement skills development programs and distribution of learning materials to local community organizations and volunteers. Co-create education standards to increase knowledge and build capacity to support grief and emotional wellness.</p> <p>Co-design skills development programs and learning materials to increase knowledge and build capacity to grief and emotional wellness.</p> <p>Linkages with NSH teams will be established and processes created for joint planning, development, and creation of educational programs</p>	<p>Needs Assessment (NSHPCA 2025)</p> <p>Hire Community Grief Facilitators 2.0 FTE: 1.0 in Western/Central and 1.0 in Northern/Eastern)</p>	Trauma-informed grief and bereavement education programs and initiatives	<p>Number of sessions</p> <p>Number of resources</p>	<p>Aligned and consistent approach to grief education and programming across partner organizations (NSHPCA, NSH, IWK)</p>
	<p>Establish, share and coordinate public engagement plans.</p>		<p>Community engagement events organized or attended</p> <p>Meetings with community-based organizations / representatives</p> <p>NSHPCA engagement plan has been developed, and meetings have occurred</p>	<p>Number of events organized/attended</p> <p>Number of meetings with community organizations/ reps</p> <p>Organize/Attend 25 events during the fiscal year</p>	<p>Strengthened partnerships with community-based organizations</p> <p>Enhanced identification of community needs to guide programming</p>

			with NSH Engagement Team members	Meet with 100 Organizations during the fiscal year	Long Term: Improved ability to recognize grief and loss and capacity to respond
	Participate in Needs and Impact Assessment 2025		<p>NSHPCA is participating on the NIA Working group for 2025</p> <p>NSHPCA is sharing data with the consultants related to NSHPCA initiatives included in the assessment</p>	NA	
	Work collaboratively with community organizations to build capacity to provide range of grief, bereavement and emotional wellness supports		Community Resourcing and Support Plan, and Education Plan and any associated tools and standard resources, including the development of Public Education materials.	NA	
Healing Pathways - Community Grant Funding	<p>The Healing Pathways Community Funding program supports nonprofit organizations in Nova Scotia that are developing projects focused on grief, bereavement, and emotional wellness</p> <p>Establish implementation plan for grants programs</p>	<p>Provincial and Federal Funding</p> <p>Human Resources</p>	Application, submission, review and funding delivery processes	<p>Outcome 1: Application, Submission, Review, and Delivery Process:</p> <p>Phase 1: Start June 2024 End Mar 2025 – Complete (Initial round of applications).</p> <p>Phase 2:</p>	<p>Increased capacity for community organizations to deliver grief and emotional wellness programming</p> <p>Strengthened relationships with community organizations</p>

				Start Jan 2025 End Mar 2026.	
				Phase 3: Start End	
			Grant funding administered	Outcome 2: Grant Funding Administered Phase 1: Northern Zone, 14 projects funded, \$304,274 dispersed (\$660-\$50,000) Phase 2: Provincial, 27 initiatives funded, \$635,879.61 dispersed, (\$2500, \$50,000). Phase 3: TBD	
			Projects completed	Outcome 3: Projects Completed Phase 1: Initiatives funded – 14/14 Initiatives complete – 9/14 Final report received 9/14	

				Phase 2: Initiatives funded Initiatives complete Final report received Phase 3: Initiatives funded Initiatives complete Final report received	
Financial Reporting	Submit financial reporting as per contract.	Monthly Financial Monitoring Reports	Audited Financial Statements submitted to OAMH on June XX, 2025, Audited Financial Statements submitted to OAMH on June XX, 2026,	NA	NA

Appendix 1. RACI Matrix

Theme Area	Activities/Deliverables	NSHPCA	NSH	OAMH
Roles & Structures	Establish roles and support structures at NSH and NSHPCA to fulfill functions of the overall NSCGEWM.	R/C	R/C	A
	Establish regular mechanisms for collaboration and coordination (i.e. regular meetings, cross-membership on committees/working groups).	R/C	R/C	A
	Develop provincial scale and spread plan (including sustainability planning).	R/C	R/C	A
Accountability Framework	Establish Accountability Framework.	R/C	R/C	A
Grief Alliance	Establish Grief Alliance.	R/C	R/C	A
Communications	Establish key messages and coordinate on communications related to overall NSCGEWM and Grief Alliance. (Ex: branding, response to media requests).	R/C	R/C	A
	Coordinate on updates/information as requested by government (Ex: Briefing Notes for House of Assembly).	C/I	R/C	A
Engagement	Establish, share and coordinate on public engagement plans.	R/C	R/C	A
	Participate in Needs and Impact Assessments 2025, 2025.	R/C	R/C	A
Monitoring, Reporting, Evaluation	Author report(s) as requested by Government and Progress Monitoring Committee.	C/I	R/C	A
	Establish reporting metrics in alignment with Needs and Impact Assessment Framework.	R/C	R/C	A
	Develop provincial scale and spread plan (including sustainability planning)	R/C	R/C	A
Standards and Capacity Building	Co-create education standards to increase knowledge and build capacity to support grief and emotional wellness.	R/C	R/C	A
	Co-design skills development programs and learning materials to increase knowledge and build capacity to grief and emotional wellness.	R/C	R/C	A
CBO Hub	Establish implementation plan for grants programs	R	C/I	A
	Administer grants program to community-based organizations	R	C/I	A
	Design and develop technology defined in grant proposal	R	C/I	A
	Establish implementation plan for public education campaign on grief and emotional wellness	R	C/I	A
	Administer public education campaign on grief and emotional Wellness	R/C	C/I	A
	Develop online directory of grief and emotional wellness resources	R	C/I	A
	Work collaboratively with community organizations to build capacity to provide a range of grief, bereavement and emotional wellness supports	R	C/I	A
	Implement skills development programs and distribution of learning materials to local community organizations and volunteers.	R	C/I	A
Financial Reporting	Submit financial reporting as per contract.	R	I	A

Glossary of Terms RACI matrix definitions used in context of this Accountability Framework:

Responsible - this person or group are the "doers" of the work. They must complete the task or objective, and together with the Accountable party, can influence the decision. Several groups can be jointly responsible. Or, one group can be both Responsible and Accountable.

Accountable – this person or group is the body that makes final approval decisions. That party must sign off or approve when the task, objective or decision is complete. This person must make sure that responsibilities are assigned in the matrix for all related activities. There is only one person accountable, which means that "the buck stops there."

Consulted – this person or group are those who may be invited to give input before the work is completed. This group is "in the loop" and an active participant.

Informed – this person or group need to be kept "in the picture" with updates on progress or decisions, but they are not a decision-maker for that task, nor will be formally consulted, nor do they contribute directly to the task or decisions.

Grief Alliance - The Grief Alliance works to establish a network across Nova Scotia to share grief information and resources, foster connections, and strengthen collaboration in grief support. It is designed for individuals working in or interested in grief support, including grief groups, nonprofits, community members, and others.

Grief Directory – Healing Pathways Grieving Well Online Directory- is an online directory of grief and emotional wellness resources for Nova Scotians. Users are guided through a series of questions to filter results that are most relevant to their needs.

Public Education and Awareness - NSHPCA is developing a public information campaign to promote grief literacy, identify needs and gaps, raise awareness through education, and share resources and support related to grief, bereavement, and emotional wellness with the community.

Community Engagement and Capacity Building- To create educational and training opportunities for community members and professionals working in the community to support grief.

Healing Pathways Community Grant Funding - The Healing Pathways Community Funding program supports nonprofit organizations in Nova Scotia that are developing projects focused on grief, bereavement, and emotional wellness.