



2022 Annual Report



WE GROW TOGETHER

**YOUR
FARMERS**
- YOUR -
NOVA SCOTIA

WE STAND TOGETHER

 **MEET YOUR
FARMER**

Draft Agenda

FOR THE 127TH ANNUAL GENERAL MEETING — NOVEMBER 24 & 25, 2022

THURSDAY

- 9 am Registration + Morning Coffee + Tradeshow
- 9:30 am Call to Order
Declaration of Quorum
President's Address
Approval of Agenda
Minutes of the last meeting
Business Arising from the Minutes
- 10 am 2020–2021 Financials – Auditor's Report
Appointment of Auditor
2022–2023 Budget
- 10:45 am Nominating Committee Report
- 11:30 am Media Relations 101, Janice Landry
- 12 pm LUNCH BREAK + TRADESHOW**
- 1 pm Executive Director Report
- 1:30 pm Policy & Resolutions
- 3 pm BREAK + TRADESHOW**
- 3:30 pm Government Speakers + Q&A — TBC
- 5 pm Happy Hour Reception
- 7 pm Banquet + 4H Speaker + Keynote: Gil Miner +
Lloyd Evans Memorial Award
- 9:30 pm President's Reception

NSFA STAFF

- Carolyn Van Den Heuvel, Executive Director
Shelly MacKenzie,
Administrative Services Coordinator
Tracey Otterson,
Financial Services Coordinator
Carolyn Marshall,
Environment & Climate Change Manager
Trevor Davison,
Environmental Farm Plan Coordinator
Cory Roberts,
Environmental Farm Plan Coordinator
Katherine Rutherford, Living Labs Coordinator
Maxine MacLean, Policy Analyst
Katherine Tuttle,
Communications Coordinator
Janette McDonald, Public Trust Coordinator
Caitlyn Clements,
Farm & Workforce Development Manager
Margaret Ells,
Training & Awareness Coordinator
Patti Leurdiijk, Employer Advisor

NSFA COUNCIL

- Tim Marsh, President
Allan Melvin, 1st Vice President
Alicia King, 2nd Vice President
Jocelyn Durston,
Corporate Secretary & Treasurer
Victor Oulton, Past President
Andy Parker
Peter Morine
Lauren Park
Bert Meyer

FRIDAY

- 8 am Morning Coffee + Tradeshow
- 8:30 am NSDA Update
- 8:50 am Dalhousie Faculty of Agriculture
- 9:15 am Safety & Sustainability, Cher Mereweather
- 9:45 am FSNS Annual Meeting
- 10:15 am BREAK + TRADESHOW**
- 10:45 am CFA Report
- 11:05 am Video Message from Minister Bibeau
- 11:30 am LUNCH BREAK**
- 12:30 pm An Introduction to Lean Thinking on Farm
- 1:30 pm Members Only Session

Letter from the President

Dear Members,

It's that time of year again, as our harvest season winds down, and meeting season begins to pick up. Our fall and winter months are always steady with annual meetings for our County Federations and commodity organizations. I know that myself, my fellow Council members and NSFA staff really enjoy getting out to these events and connecting with you all. Not only is it a great opportunity to catch up with folks we only see once and awhile, but it's also a good chance to learn of industry happenings, impacts and opportunities.

We're counting down the days until our 127th Annual General Meeting, which will be taking place on November 24 and 25 this year. Can you believe it? 127 years of farmers across the province, getting together and deciding the direction of the Federation for the next year? Pretty remarkable. Like last year, we will be offering our annual meeting in a hybrid format, which means you can join us in-person at the Inn on Prince in Truro, or you can join from the comfort of your own home. We will be offering online voting for our members attending virtually again this year as well.

Our annual meeting committee spent time going through survey responses from the last few years, taking a look at recommendations you folks provided on topics you would like to see presented, or covered by our keynote speakers. This year, they have booked in speakers on four different topics, who will present throughout the two days. On Thursday, we will be welcoming Janice Landry to present on Media Relations. As many of you interact with reporters and media outlets from time to time, we wanted to bring in a media professional to provide some tips and tricks. You might remember Janice from her days on ATV and CTV Atlantic. At our evening banquet, we will welcome Gil Miner the Assistant Vice President Atlantic with Farm Credit Canada. Gil will be presenting on economics and the state of the industry.

Looking ahead to Friday, we will be bringing in two speakers virtually. Farm Safety Nova Scotia is excited to bring Cher Merewether the CEO of Anthesis Provision. Cher will be speaking during the Farm Safety AGM about the importance of Safety and Sustainability, and how safety is a key component to the sustainability of our operations. Wrapping up our day, before our members only session, we will be welcoming Jana Hocken! Jana will be joining us live from New Zealand to talk about Lean Thinking on Farm and how it can help improve business processes.

As I mentioned above, we will be holding a members only session again this year at the end of our meeting on Friday. This year we are going to take a deeper dive into some the Federations strategy and direction during the session. You'll have the opportunity to ask any specific questions related to our initiatives and advocacy priorities. Different from other years, the session will begin with members, Council, and staff, and then be followed by a member and Council discussion.

We're looking forward to welcoming you on November 24-25. If you haven't registered yet, you can do so by visiting our AGM webpage at nsfa-fane.ca/agm.

See you there,



Tim Marsh,
President

NSFA Year in Review

This year's social platforms for NSFA and programs



TOTAL REACH:

1,306,874
people

ENGAGEMENT

NSFA took advantage of attending a variety of events throughout the year to have an opportunity to engage with our members in-person. Most of these events were hosted in the fall and winter months!



35 MEDIA INTERVIEWS:
BETWEEN NSFA COUNCIL AND MEMBERS & LOCAL AND NATIONAL NEWS MEDIA OUTLETS

MEETINGS WITH GOVERNMENT:

PROVINCIAL 4

FEDERAL 2

NSFA MEETINGS:

NSFA COUNCIL 9

POLICY ADVISORY 4

COMMITTEES 18

COMMODITY PRESIDENTS 2

DID YOU KNOW?

We were called in front of public accounts this year. Our Executive Director, Carolyn Van Den Heuvel, and other witnesses were called before the Public Accounts Committee to talk about the rising cost of food.

COMMUNICATION

with members

7	50	15	17
NEWS & VIEWS	WEEKLY ENEWS	TFW EMPLOYER UPDATES	SPECIAL MEMBER UPDATES

TRAINING & CONSULTATION SESSIONS

with members

36

TRAINING AND CONSULTATION SESSIONS TOOK PLACE BETWEEN NSFA, FARM SAFETY, FARM & WORKFORCE DEVELOPMENT, LIVINGS LABS, AND MEET YOUR FARMER. BOTH IN PERSON AND ONLINE.

DID YOU KNOW?

We are always looking for new ideas for training, lunch & learns, and resources! If you have ideas on what you would like to see, please let us know!



450+ **FARM INTERACTIONS**

Together, NSFA and its programs interacted with over 450 farms throughout the year through training, engagement sessions, EFPs and other events.

Update from the Executive Director

Providing this update for our Annual Report means that I've got a full year under my belt as Executive Director. Although I was lucky enough to transition into this role from within the organization, there was and still is, a lot to learn and work on!

Last year at our annual meeting I highlighted five priorities that I wanted to tackle with the Council and staff team over this past year. A theme throughout those priorities was accountability. To me, accountability means accepting responsibility to work on your behalf and being transparent about the work we are doing. One thing that I've come to appreciate over the last year is that there is never any end to the work for us to do to support you and represent you. That sometimes means prioritizing and saying no – for now at least. We are trying to make a real conscious effort to prioritize our work to make sure we have the capacity to do what we say – and that continues to be a work in progress. The challenges and opportunities for the industry arise when we least expect them, whether that be a hurricane or new programming, which means we are often re-prioritizing. The work we've done on the five priorities will help us be more strategic, thoughtful, and organized as we work on your behalf.

Operational structure – we want to ensure that we have the operational resources needed to accomplish our work, while also doing so in a lean and efficient manner – this includes staff along with operational processes and systems. We've realigned our staff roles and updated internal processes and systems and continue to work on this.

Governance structure – the NSFA Council adopted a new governance policy manual and completed a board governance assessment to ensure we are fulfilling our responsibilities. This

was a great exercise and we have committed to completing an assessment and review every year.

Strategic plan – we completed a comprehensive engagement for a 5-year strategic plan that was finalized in November 2019. With a pandemic throwing us off-course, we revised this strategy a bit earlier. The newly revised values and priorities are listed below and I'm excited to get started on the implementation!

Member and farmer engagement – we want to make a real effort to ensure we are providing opportunities for member and farmer engagement in our work. With Public Health guidelines still in effect for some of the year, we didn't get out and about as much as we would have liked. We will continue to work on this as it is key to the success of our organization.

Government and stakeholder relations – good government relations is essential to the work we do in representing our members. This past year we engaged a consultant to work with us in developing a government relations strategy – just finalized, we are looking forward to sharing this with you at our members' only session. We will be positioning the NSFA as a trusted, competent, and strategic voice for Nova Scotia farmers. We have also made significant efforts to further engage industry stakeholders such as commodity organizations, the Faculty of Agriculture and Atlantic Federations of Agriculture. Together we are stronger, and we will continue to find opportunities to strengthen our work through collaboration.

I am looking forward to seeing you at the Annual Meeting for an opportunity to connect, network, and hear from members about the challenges and opportunities you see on the horizon!

VISION

A prosperous and sustainable future for Nova Scotia farms and farmers.

MISSION

To influence and affect change for the continual success of agriculture in Nova Scotia.

OUR VALUES

Collaboration: We bring people together to better the agriculture industry.

Integrity: We are rooted in transparency, honesty, and our members' best interests.

Equity + Inclusion: We create a place for everyone at the table, which makes us all stronger, together.

Innovation: We encourage new approaches that help us grow and thrive.

Our Members: We are dedicated to helping our members grow Nova Scotia agriculture.

OUR PRIORITIES

Elevate the profile of agriculture throughout Nova Scotia.

Lead a collective voice through collaboration and engagement.

Influence government policy, legislation, and programs to strengthen the industry.

Provide tools and resources to support farms in managing stressors and implementing best practices.

Cultivate a lean, accountable, and transparent organization rooted in teamwork.

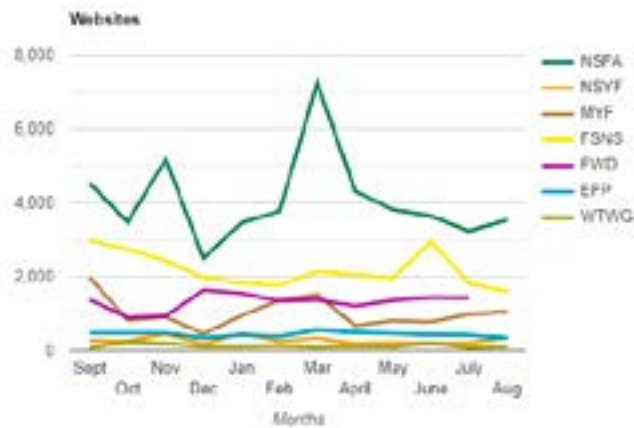
Communications & Public Relations

Communications Platforms

When it comes to our communications efforts and how we connect with you, there are a variety of different platforms we use. From our News & Views, to our weekly eNews, our websites, or our social media accounts - there are many ways that we share what's going on at the Federation.

This graph below illustrates our website traffic. You can see which months have higher spikes, and where things are a bit slow. Seven of our eight websites are illustrated on this graphic.

Websites



Each website has an assigned colour. NSFA = Green, Nova Scotia Young Farmers = Orange, Meet Your Farmer = Brown, Farm Safety = Yellow, Farm & Workforce Development = Purple, EFP = Blue, We Talk We Grow = Olive Green

As I mentioned above, we have eight websites between NSFA and our programs! We encourage you to check them out!

nsfa-fane.ca

farmsafetyns.ca

nsefp.ca

meetyourfarmer.ca

nsfwd.ca

nsyoungfarmers.ca

wetalkwegrow.ca

nsfarmsuccession.ca

Social Media

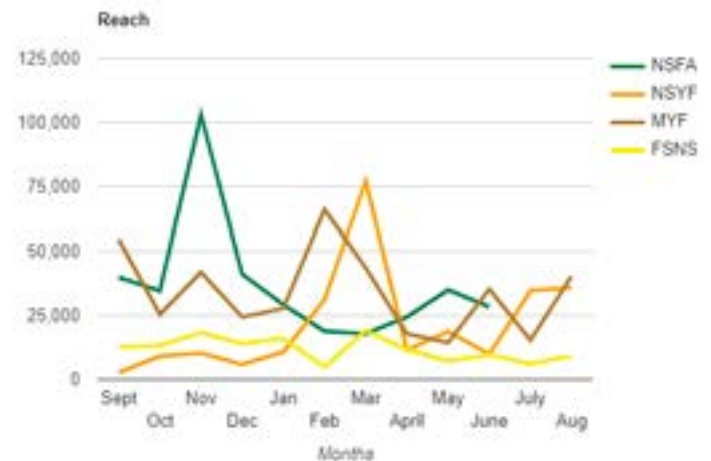
When it comes to social media, and what we track, one of the things we pay close attention to is our reach. Reach means how many people have seen a specific post that we made. In the chart below we have combined the reach totals throughout the year for each of the programs from the social media platforms they use.

NSFA has five platforms: Facebook, Twitter, Instagram, LinkedIn, and Youtube. You can find us on Twitter: @NSFA, on Instagram: @nsfa_fane, and on Facebook: @NSFAFANE

Young Farmers have three platforms: Facebook, Twitter, and Instagram. You can find them at @nsyoungfarmers

Meet Your Farmer has four platforms: Facebook, Instagram, Youtube, and Pinterest. You can find them at @nsfameetyourfarmer

Farm Safety has three platforms: Facebook, Twitter, and Youtube. You can find them at @farmsafetyns



Media Relations

This year NSFA handled 35 media requests:

8	9	10	2	6
CTV	SALTWIRE	CBC NOVA	NEWS 95.7	OTHER
ATLANTIC		SCOTIA		

Topics included: harvest & labour challenges, mental health, funding announcements, government announcements, and rising cost of fuel/inputs.

Policy Update

Agricultural Land

It shall be the policy of the Nova Scotia Federation of Agriculture to address land issues through a joint committee and collaborative effort. Land efforts will focus on protecting agricultural land for future generations.

2022 Actions

The agricultural land file was active in three different areas. In the Spring, we offered a webinar with the provincial planner who provided an overview of the elements of municipal planning and the process municipalities are required to undertake. This webinar sparked the development of a resource to support farms and County Federations when engaging in conversation with municipal governments about land planning.

The Agricultural Land Policy Committee developed a series of positions on agricultural land. Position topics include taxation of agricultural land, protection with easements, and municipal planning. Work still needs to be done to bring many of the positions to realization, however, when government and other organizations are interested in engaging in a areas, we have the foundation work in place to inform these conversations and future actions.

Soil & Water

It shall be the policy of Nova Scotia Federation of Agriculture to work with stakeholders to address soil and water issues faced by farms in Nova Scotia. The Federation will also actively advocate for funding and implementation of long-term solutions for continual soil health and clean water supply.

2022 Actions

The Soil and Water Committee developed a series of positions on soil and water. These positions include strategy development and establishing advisory committees for both soil and water. Additionally, these positions looked at the necessary knowledge and technology transfer tools and funding programs to support farm soil and water use. Similar to the agricultural land positions, many of the soil and water positions still need work to be realized, however, we now have improved background knowledge of what the industry as a whole needs to support soil and water efforts on farm.

NSFA was also the successful recipient of the Living Lab project for Nova Scotia under the Agricultural Climate Solutions Program. NSFA delivery of this project is aligned with the industry led and government supported positions for soil and water.

Agriculture Policy Framework

The Nova Scotia Federation of Agriculture will take a leadership role in consulting with membership to inform recommendations and lobby efforts for the next Federal/Provincial/Territorial agreement for Agriculture.

2022 Actions

Leading up to the negotiations for the multi-lateral agreement between the Federal, Provincial and Territorial governments, NSFA provided high level recommendations to Minister Morrow and senior staff with Nova Scotia Department of Agriculture. These recommendations were for inclusion in the multi-lateral agreement of the next policy framework. This feedback and subsequent feedback was gathered from members in the Spring of 2022 and will continue to inform recommendations to government on the Nova Scotia-Canada bi-lateral for the agriculture framework and resulting programs.

NSFA also provided detailed feedback on the Business Risk Management suite of programs. While a lot of the recommendations are high level and need to be addressed at the national level with agreement from provinces and territories, many recommendations can be addressed through the programming here in Nova Scotia.

NSFA continues to monitor, engage and promote consultations on the NPF over the coming months.

Processing Capacity

It shall be the policy of Nova Scotia Federation of Agriculture to lobby for incentives and other tools to increase processing capacity in Nova Scotia. NSFA will continue work with interested stakeholders to identify how we can collaboratively address challenges with processing in Nova Scotia.

2022 Actions

NSFA hosted consultations on the Meat Inspection Regulations between abattoirs and Nova Scotia Department of Agriculture and Department of Environment and Climate Change. Following this consultation, a discussion was had about “uniting voices” of the abattoirs and addressing common issues. The abattoir owners that were present agreed to working together and will explore opportunities to form or join an organization. Going forward, NSFA will support abattoirs in their efforts to form an organization and support their efforts in submitting feedback to government on the proposed regulation changes.

Regulatory Affairs

It shall be the policy of the Nova Scotia Federation of Agriculture to continue to lobby for regulations that reflects the needs of farmers, farm families and farm operations. NSFA will then monitor, participate, and communicate changes to regulations at the provincial and federal levels that will impact agriculture. NSFA will also work with industry stakeholders to ensure compliance requirements are well communicated throughout the industry.

2022 Actions

NSFA participated in the following regulatory related issues:

- Submission responses to draft regulations for the Traffic Safety Act;
- Prepared submission to the Utility and Review Board on NS Power’s proposed changes;
- Held consultations with abattoirs and Department of Agriculture and Environment on changes to the Meat Inspection Regulations;
- Provided webinars on topics related to agriculture (i.e.: TFW and Employment and Social Development Canada; Dyke System Management; etc.)

NSFA developed and is in the process of implementing a government relations strategy.

As part of our efforts to better engage with government, NSFA developed and is implementing a government Relations Strategy. This strategy will position NSFA as a trusted, competent, and strategic voice for Nova Scotia farms. We will do this by establishing a plan we will work within; influence and lead by being proactive with media and providing innovative solutions to government; and collaborate across industry to present a united front and aligned key messaging.

As noted throughout our updated, NSFA developed a series of positions this year and will continue to do so on topics important to the industry. Positions are statements reflecting NSFA’s opinion on a topic and support our vision of a prosperous and sustainable future for Nova Scotia farms and farmers.

Resolutions Update

Policy Advisory Committee undertook a new process this year for addressing resolutions. With so many resolutions on the books, PAC prioritized the order in which resolutions would be worked on. The prioritization is based on the impact to the overall agriculture industry, the urgency of the issue and social considerations – such as the impact beyond the agriculture industry.

Because of this process, many of the resolutions have extensive work and projects underway while others are just getting started. Taking this organized, strategic approach allows for quality work to be done on resolutions and reduces competing resources to address multiple, important industry issues.

Therefore be it resolved...

- ▶ that the Nova Scotia Federation of Agriculture adopt an actionable diversity, equity and inclusion statement.

UPDATE — Through the Farm and Workforce Development Strategic Plan, diversity, equity and inclusion has been

identified as a priority area. NSFA is working on strategic initiatives, which includes values “Equity and Inclusion – we create a place for everyone at the table which makes us all stronger, together”. With this value, NSFA is committed to initiatives that promote and support equity and inclusion in the industry, and will begin to take active steps in moving this work forward.

- ▶ that NSFA lobby the Provincial government to change procurement strategy to a Nova Scotia Agriculture First Policy.

UPDATE — NSFA is undertaking a government relations strategy and is outlined in the Regulatory Affairs Standing Policy. This strategy will position agriculture as an economic driver for rural Nova Scotia, emphasize that if agriculture is supported, agriculture can also support government mandates. NSFA will continue to promote agriculture as part of the Nova Scotia Loyal program as part of this strategy and highlight the importance of government buying Nova Scotia products along side of all Nova Scotians.

- ▶ Programs: that the Nova Scotia Federation of Agriculture lobby the Nova Scotia Agriculture Minister to reduce the threshold for application from \$30,000 to \$10,000 for agriculture support programs in cases where the Small Farm Accelerator Program is not suitable; that the Nova Scotia Federation of Agriculture lobby for a subsidy on the purchase of lime.; that the Kings County Federation of Agriculture request the Nova Scotia Federation of Agriculture to lobby for 50% cost sharing for on farm generators to be included in the CAP program.; that the Nova Scotia Federation of Agriculture lobby the Nova Scotia Department of Agriculture to reinstate funding for the Nutrient Management Plans.;

UPDATE — All of the above resolutions were incorporated into programing recommendations for Sustainable Canadian Agricultural Partnership (Sustainable CAP). Whether these resolutions will be incorporated into programming won't be known until at least the spring. Opportunities presented themselves this year to lobby for funding outside of Sustainable CAP programming. With the disaster that came with hurricane Fiona in September, NSFA was able to demonstrate the need for generators on farms. Also, the federal government launch "On-Farm Climate Adaptation Fund" (OFCAF) which presented an opportunity to demonstrate benefits of funding Nutrient Management Plans. NSFA will continue to look for opportunities to demonstrate the need for funding in these areas and monitor the programming that will come from Sustainable CAP.

- ▶ that the Nova Scotia Federation of Agriculture will request and lobby the Nova Scotia Department of Agriculture to implement support at 70% funding for organic certification fees (to a maximum of \$750 annually) for organic farms or farms converting to organic certification.

UPDATE — At the September meeting, Council passed a motion they will not continue to lobby for this resolution.

- ▶ that the Nova Scotia Federation of Agriculture lobby the Nova Scotia Government to close the infrastructure gap by looking at on-farm and/or mobile inspected slaughter, funding for new entrants in processing capacity and funding for existing processors.

UPDATE — A detailed update is provided in the Processing Standing Policy. At a meeting in July, meat processors agreed to explore opportunities to work together on regulatory changes and addressing sector challenges including those in the resolution. NSFA has also included recommendations for processing to be included in Sustainable CAP programming

- ▶ Dykes: that the Nova Scotia Federation of Agriculture lobby the provincial government for increased funding in relation to maintenance, repairs and upgrades of marshlands and infrastructure related to marshlands.; that the Nova Scotia

Federation of Agriculture lobby the provincial government to utilize the Agricultural Marshlands Conservation Commission in reviewing the provincial budget.; that the Nova Scotia Federation of Agriculture lobby and request the Nova Scotia Department of Agriculture to do the necessary repair work on this dyke system so farmers can continue to farm these productive marshlands.

UPDATE — In April 2022, NSFA held an information session with staff members of the Land Protection Division with NSDA. This session provided an opportunity for farmers to understand the process NSDA goes through before doing work on the dyke system. It also provided an opportunity for farmers to ask specific questions and get some clarity on projects in their area. NSFA has also incorporated funding for dyke maintenance, repairs and upgrades into Sustainable CAP programming requests. NSFA has also supported farmers applications for the Agriculture Marshland Conservation Commission in efforts to populate the Commission for it to be active once again.

- ▶ that NSFA lobbies the Nova Scotia government to promote or improve access to available government resources and programming for remote areas. ; that the Nova Scotia Federation of Agriculture lobby the Provincial government to improve conditions in rural Nova Scotia to attract and keep agricultural infrastructure spread throughout the province.

UPDATE — NSFA is undertaking a government relations strategy and is outlined in the Regulatory Affairs Standing Policy. This strategy will position agriculture as an economic driver for rural Nova Scotia, emphasize that if agriculture is supported, agriculture can also support government mandates. With this positioning for agriculture, it is anticipated that government will see the value of the agriculture industry to rural Nova Scotia and make increased investments in these regions to sustain the industry.

- ▶ that NSFA lobby the provincial government to pay trucking assistance on all pH-building products with a calcium carbonate equivalent component, based on the percentage of calcium carbonate equivalent in the product.

UPDATE — Support for products that improve pH have been included in NSFA's Sustainable CAP recommendations. Additionally, the federal government launched "On-Farm Climate Adaptation Fund" (OFCAF) which presented an opportunity to demonstrate benefits of funding limestone and other pH improving products. NSFA will continue to look for opportunities to demonstrate the need for funding in these areas and monitor the programming that will come from Sustainable CAP.

- ▶ that the Nova Scotia Federation of Agriculture formulate a process or create a committee that provides necessary expertise to County Federations to assist with land use planning issues arising between Municipalities and local Federations.

UPDATE — NSFA Agriculture Land Policy Committee established positions on protecting agricultural land, which includes municipal planning. NSFA adopted a position that municipal planning strategies, once submitted to the Minister of Municipal Affairs, should be reviewed by a third party for agriculture considerations. NSFA also provided information for farmers interested in learning more about land planning and agriculture. This information was provided as a lunch and learn webinar in March and an information sheet that is available on the NSFA website.

- ▶ that the NSFA lobby the Province of Nova Scotia to increase the number of food animal vet seats available to Nova Scotia residents annually at Atlantic Veterinary College to be effective immediately.

UPDATE — NSFA continues to participate in working group on food animal veterinary services. In July, the committee submitted recommendations to AVC that may improve opportunity for AVC candidates interested in a career in food animal veterinary medicine. These recommendations focused on the veterinary medicine program as a whole and include adding seats and additional application/survey points for those who indicate and demonstrate an interest in food animal veterinary medicine. The work of the Food Animal Veterinarian Working Group consists of other tactics that are intended to increase the number of Food Animal Veterinarians in Nova Scotia.

- ▶ that Kings County Federation of Agriculture requests that Nova Scotia Federation of Agriculture raise the issue of road and ditch maintenance with upper management and Minister of the Nova Scotia Department of Transportation and Infrastructure Renewal and request access to existing road maintenance protocols and what the future plans are for regular maintenance of rural roads in Nova Scotia; and be it further resolved, that Nova Scotia Federation of Agriculture assess with assistance of 3rd party experts if the existing maintenance plans and protocols are acceptable to ensure roads are kept in good repair and furthermore, that these plans and protocols are being followed.

UPDATE — Road damage and blockage by blown down trees and brush resulting from hurricane Fiona identified further needs for a review of road and ditch conditions and maintenance. More needs to be done in this space. With the government relations strategy to position agriculture as an economic driver for rural Nova Scotia it is hoped that rural infrastructure such as road ways.

- ▶ that the Nova Scotia Federation of Agriculture lobby for the inclusion of processing on farm for the TFW and SAWP programs.

UPDATE — Where the Seasonal Agriculture Worker Program is under federal jurisdiction, NSFA submitted a resolution to the Canadian Federation of Agriculture on this matter. This resolution was passed at CFA and NSFA will continue to monitor for progress on this resolution at CFA and other opportunities to highlight the need for this inclusion.

- ▶ Wildlife: that the NSFA lobby the NS Dept of Natural Resources and Renewables and the government of Canada to make standing nuisance licenses more readily available; that the Nova Scotia Federation of Agriculture reach out to other Nova Scotia groups (i.e. homeowners) to join efforts to encourage the Nova Scotia government to mitigate the impact of this specific bird species.; that Nova Scotia Federation of Agriculture lobby Nova Scotia Department of Lands and Forestry for a Spring Bear Hunt.

UPDATE — NSFA Wildlife and Agriculture Committee developed a series of positions to support the agriculture industry. These positions are holistic in that they address the multiple facets of wildlife damage – including mitigating against wildlife damage and adequately compensating farms for damage. NSFA will develop a plan to address these resolutions and other issues related to wildlife damage to agriculture crops and livestock.

- ▶ that the NSFA lobbies the Dept. of Transportation [Department of Public Works] to allow new drivers to take the Condition 23 Endorsement exam provided they have already passed a Tractor Handling Safety Course.

UPDATE — NSFA is monitoring the progress of the Traffic Safety Act and ensuing regulations. The latest update from Department of Public Works indicated they are in the final review of the regulations, however, the regulations will not be able to be enforced until after a new Registry of Motor Vehicles Information System is implemented. A date for this information system has not been indicated. As part of NSFA's submissions during this consultation, NSFA provided comment on the "New Driver" legislation and recommended a pathway for "New Drivers" to haul a combined weight over 14 000 kg.

- ▶ that the NSFA pursue a feasibility study on development an agency that can respond to regional needs and that can assist our agricultural industries in accessing TFW's and SAW's.

UPDATE — NSFA established a Temporary Foreign Worker Employer Advisory Committee. An RFP for a needs assessment, jurisdictional scan, gap analysis and feasibility study has been complete and work will take place in the coming months. Employers of TFWs and those with an interest in hiring through TFW programs will have opportunity to engage and provide input on the resources and information they need hire through the TFW and SAWP programs.

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- ▶ that Hants County Federation of Agriculture is requesting support from the Nova Scotia Federation of Agriculture to lobby for inclusion in the ongoing planning and consultation with federal and provincial governments regarding the management of the Avon River System.

UPDATE —In April 2022, NSFA held an information session with staff members of the Land Protection Division with NSDA. This session provided an opportunity for farmers to understand the process NSDA goes through before doing work on dyke system. It also provided an opportunity for farmers to ask specific questions and get some clarity on projects in their area. NSFA acknowledges more work needs to be done on this resolution.

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- ▶ that the Nova Scotia Federation of Agriculture investigate other provincial legislation regarding on farm protesting via trespassing and lobby appropriate provincial departments to strengthen legislation as required, in order to protect the farm/industry. Further, be it resolved, that the Nova Scotia Federation of Agriculture work towards educating the membership on how to handle such protests.

UPDATE —Government hasn't demonstrated an interest in changing legislation. However, as NSFA implements a government relations strategy, NSFA will be positioned as a trusted competent and strategic voice for Nova Scotia Farmers. Bringing this elevation to the agriculture industry will help make recommendations like addressing trespassing issues on agriculture properties a priority for government.

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- ▶ that NSFA should lobby the appropriate provincial government agencies and relevant organizations, and, ask their national federation to lobby the appropriate federal government agencies for actions to resolve this issue; And, further be it resolved, that in future, liability insurance will be affordable to the agricultural community, either individually or as a blanket policy.

UPDATE —A resolution on insurance for farmers and agriculture organizations was submitted and accepted at the CFA AGM. NSFA will continue to monitor the progress of this resolution and highlight insurance challenges as opportunities arise. For example, insurance was an evident issue as a result of the damage caused by hurricane Fiona this fall.





2022 has been an eventful year. With the announcement that the NSFA will deliver the Agricultural Climate Solutions – Living Labs project, the Federation has taken another step in supporting environmental initiatives for the agricultural industry in the province. Carolyn Marshall, Environment and Climate Change Manager, is leading this initiative, and Katherine Rutherford is the new Living Labs Project Coordinator. EFP Coordinators, Trevor Davison and Cory Roberts will help promote and support the project and continue to conduct on-farm EFP visits with producers to complete risk assessments and provide recommendations so that farmers can prioritize environmental initiatives on their farms.

Environmental Farm Plan



The EFP program is one of the pillars of the Agri-Environmental Program (AEP) initiative, which is a three-way partnership between the NSFA, Perennia and the NSDA. We welcomed Mackenzie Rathgeber as the new Agricultural Environmental Specialist at Perennia as Thomas Harrington transitioned to the Agriculture Technology Specialist. Mackenzie works with the EFP coordinators and Perennia extension staff to conduct research on environmental issues and develop new resources and training opportunities for farmers.

We completed a collaborative project with the NSCC's Centre of Geomatic Sciences to start developing components of a geographic information system (GIS). Master's student Taylor MacNeil collected data from three farms in the Annapolis Valley and produced some resources that we hope to incorporate into the EFP program. Her work focused on three specific areas; minimum separation distances, farmyard run-off, and erosion modelling.

We are still in the process of developing a new EFP database. It has taken more time than expected to find the right system to meet our needs. It will expand on the original database to include GIS data and allow for

better analysis of our industry; as a province, region or commodity. As part of the changes to the EFP program, we want to collect not only farm specific information, but geographic information, to provide a better understanding of environmental risks and share information with farmers more readily.

Since the pandemic, we have focused on doing our EFP interviews over the phone and scheduling farm visits for a later date. We have found that this process generally works quite well and will continue this process in the future. We have contact forms on our EFP website: nsefp.ca that allow farmers to sign up for a new EFP or for those with existing EFPs to sign up for a follow-up visit. We hope this easy sign-up option makes it convenient for farmers to reach out to us when they have time available to have a plan completed.

The NSFA also collaborated with Wilton Consulting Group to evaluate the content and delivery of the EFP program. Information was collected through a variety of focus groups and interviews with farmers, industry stakeholders and other provincial EFP programs to assess how effectively it meets the needs of the Nova Scotia agriculture sector. The final report indicated a lot of support for the current EFP process and has provided recommendations for future improvements to enhance the program.

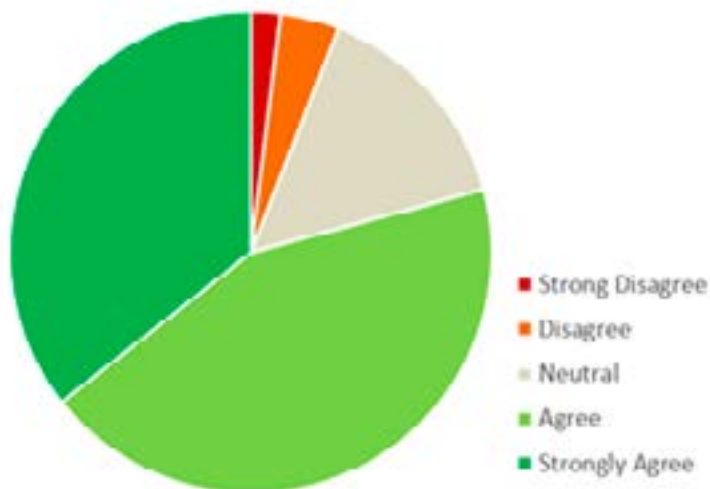
Species at Risk Partnerships on Agricultural Lands

The NSFA has continued to increase education and awareness for Species at Risk and biodiversity enhancements on Nova Scotia farms through funding from the Species at Risk Partnerships on Agricultural Lands (SARPAL) program. The Farm Biodiversity website is in the process of being updated to include new factsheets and resources (e.g., the Habitat and Biodiversity Assessment Tool created in partnership with the Canadian Forage and Grassland Association) to provide farmers with current information to help enhance the agricultural landscape.

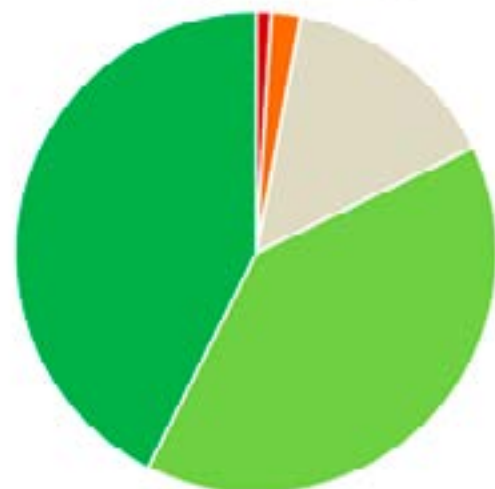
Agricultural Climate Solutions Living Labs

The Federation was successful in our proposal for the Agricultural Climate Solutions (ACS) Living Lab program for Nova Scotia. Our proposal was approved in July and field work will get underway this fall. We are very excited to have this new project at the NSFA. This is a \$4.5 million project from the federal government taking place over five years, ending in March 2027.

Farm Management Decisions Contribute to Climate Change



Farmers Have An Important Role in Mitigating Climate Change



The goal of the Living Lab program is to increase adoption of best management practices (BMPs) that can increase carbon sequestration and reduce greenhouse gas emissions on farms. The Living Lab model approaches these goals from a farmer-driven perspective. BMPs are tested on working farms in realistic conditions and we will be co-developing the BMPs with farmer input. With feedback from farmers about what is working and what isn't all throughout the project, we can create a path forward with solutions that are realistic and appealing.

Through our producer engagement process, we have selected four regionally relevant BMPs to include in the Nova Scotia ACS Living Lab program:

1. Cover crops in annual systems
2. Floor management in perennial systems (orchards and vineyards)
3. Establishment of riparian zones and shelterbelts
4. Land swap

As part of our proposal development, a survey was conducted with the help of the Smart Prosperity Institute. This survey looked at the current attitudes in the farming community towards climate change and the interest in climate change BMPs and the barriers that prevent adoption of those BMPs. It showed that almost 80% of respondents agreed or strongly agreed that on-farm management decisions can contribute to climate change (see graph). Additionally, 82% agreed or strongly agreed that producers play an important role in climate change

mitigation. Both sets of responses show the timeliness of this project for our farming community.

One of the barriers often listed in our survey was the cost of implementing BMPs. We are partnering with a team at Acadia University to really dig into this issue. They will be collecting economic data as the BMPs are adopted on farm to get a true estimate of cost for Nova Scotia farms and comparing that against the benefits to farm sustainability and productivity. This will provide a locally relevant picture of the real cost of these BMPs and arm producers with the knowledge to decide what practices are best for their operation.

The Living Lab project will have a strong strategy to keep the farming community informed of what is happening on farm, what our research is showing, and keep farmers engaged throughout the life of the project. We will be creating videos, hosting field days, and soliciting farmer input through surveys like the one mentioned above. Keep an eye on the NSFA website and social media to keep informed and to get involved in the Living Lab.

Forums

When we talk about Forums, this is where we focus on our connections to the industry as well as building and supporting knowledge and efforts in public trust. We are currently recruiting for our Public Trust Committee, if you're interested in providing input and feedback to program delivery and to help promote and advance Public Trust efforts in food and farming in Nova Scotia - consider applying! You can find the nomination form here: www.nsfa-fane.ca/ptac. Our Public Trust Coordinator, **Janette McDonald** attended the virtual CCFI Summit in 2021. We are looking forward to the in-person event for 2022 in Toronto! Other connections from this past year include, participating in a field staff meeting with NSFA and NSDA, taking part in an online session with NSDA and CCFI to hear the 2021 national research results for Public Trust, and visiting the future site of the Agriculture Innovation Centre. We have been meeting with Dalhousie Faculty of Agriculture on this project and look forward to future collaboration in this space.

Campaigns

This is a big part of what we do through Meet Your Farmer. When we talk about Campaigns, we look at a variety of things including social media platforms, website, 'Your Farmers, Your Nova Scotia' campaign, as well as our Public Trust Survey and metrics.

From September 2021 to August 2022, we added 14 new profiles to meetyourfarmer.ca. We have reached nearly 6,000 likes on the Meet Your Farmer Facebook page and over 1,400 followers on Instagram. Our YouTube channel shares Open Farm Day videos, hosts live events, and shares profile stories from the Your Farmers, Your NS Campaign. Six electronic newsletters were sent to 1,782 contacts subscribed to the digital Meet Your Farmer publication.

A Nova Scotia Food and Farming Feedback survey was launched in April of 2021 and closed December 31, 2021. The survey was reopened for 2022 in April and will close again on December 31. We are looking forward to comparing the data!

Training & Resources

This winter, we hosted online training focused on "Using Social Media to Share Your Story" we received some great feedback on this training and are looking forward to future training opportunities. Those sessions are recorded and available on NSFA's YouTube Channel. Some of our other resources that were created this year include factsheets for social media users and one on creating displays and exhibits. You can find these on our Public Trust Resources page on the NSFA website: nsfa-fane.ca/publictrust. This year we received resource requests from seven

exhibitions across Nova Scotia, each was sent resources and display materials. We plan to be developing new display materials for the upcoming year. You might remember our Food & Farming Digest, "From the Ground Up", we distributed over 500 print copies! This doesn't count those who viewed the digest online. We were happy to be part of Cole Harbour Heritage Farm's "Farmer Day camp" program. Meet Your Farmer visited youth for one day, for three different camp sessions. We have great resources for day camps and youth programming!

Events

Events for the past year were a great mix of online and in-person experiences. Open Farm Day in 2021 was our first hybrid version with farms hosting visitors in-person and online. 22 farms participated with over 2,000 people taking in the event. Farms hosting visitors in-person were required to follow public health recommendations which limited participation.

Meet Your Farmer hosted a panel on regenerative agriculture following a film screening at Devour Food Film Festival in October. In November of 2021 we partnered with Dalhousie Faculty of Agriculture to bring Chef Jennifer Crawford to campus and online. Jennifer cooked with farmers and shared about their experiences as a LGBTQIA2S chef.


Canada's Ag Day was a big celebration! We partnered with the Kilted Chef and had Young Farmer Daniel Muir cook with him on his Facebook live show. We also hosted an evening virtual fireside chat with Dalhousie Faculty of Agriculture that focused on "The Rising Cost of Food" which had more than 1,000 viewers. We had over 100 entries in the youth art contest again this year too!

We attended Saltscapes Expo in-person at Halifax Exhibition Centre in April with a family focused, interactive space. We gave away 400 packets of local carrot seeds to visitors. In June we partnered with Egg Farmers of Nova Scotia to bring Chef Craig Flinn to Cole Harbour Heritage Farm for a "Let's Get Cooking" event featuring the classic boiled egg.

FROM SEPTEMBER 2021 TO AUGUST 2022

 Reached
5,688
Likes on Facebook

 NEW
Meet your
Farmer
Profiles 14

Instagram
followers: 
1,430+



Our YouTube channel shares Open Farm Day videos, hosts live events, and shares profile stories from the YFNS campaign.

SIX electronic newsletters were sent to 1,782 contacts subscribed to the digital Meet Your Farmer publication.

It has been a busy year that has seen several changes for Farm Safety Nova Scotia. Now overseen by the Farm and Workforce Development team, Farm Safety programming is brought to you by the following team members:

- Caitlyn Creelman, Farm and Workforce Development Manager
- Patti Leurdijk, Employer Advisor
- Margaret Ells, Training and Awareness Coordinator

This team works on behalf of our members to deliver relevant tools and resources on health and safety and mental health and wellness, and to provide opportunities for training in first aid, forklift operation, mental health first aid, endorsement testing and many others.

Training & Workshops

Farm Safety offered several trainings over the past year. Between private and public offerings, members had the opportunity to participate in the following:

First Aid Training	11
Chainsaw Safety Awareness	2
Fall Protection	3
Forklift Training	3

Farm Safety Nova Scotia also arranged for members to take Endorsement Testing (Conditions 15 and 23) over six different days in the spring of 2022. Tractor Safety was offered twice and Gear up for Agriculture once, in partnership with Dalhousie University’s Agriculture Campus.

The start of 2022 saw a focus on mental health and wellness with Mental Health First Aid being offered in February and In The Know training offered in March – both virtually. In collaboration with Howatt HR Consulting, the “Sowing the Seeds of Mental Health” series was offered from January until March of 2022. This series consisted of 10 online sessions focused on topics such as relationships and loneliness, feeling overwhelmed, burnout and transitioning through COVID 19.

Farmers Safety Corner sessions were held in the fall of 2021 and focused on the following topics:

- Fatigue x 2
- Preparing for an Emergency
- Winter Safety
- Animal Safety

Progressive Agriculture Safety Days – These events aim to provide education, training and resources to make farm and rural life safer and healthier for children and their communities. An online Safety Day was held on October 22, 2021 with seven participants visiting virtual safety stations.

Two of our new team members are now fully training to host Progressive Agriculture Safety Days and Farm Safety Nova Scotia plans to host two of these events each year in various locations across the province.

Tools & Resources

Nutritional Resources - Farm Safety Nova Scotia partnered with a team of dietitians at Kitchen Table Nutrition Communications and put together nutrition tips and tricks specific to farmers for each meal of the day, including snacks. You can find these informative resources at farmsafetyns.ca/nutritional-resources

Campaigns

One Road - This campaign addresses the issue of keeping farmers, workers, and commuters safe when farm vehicles are on highways with motorists traveling at high speeds. It also encourages farmers to adhere to safe practices when using provincial highways and roadways. This year, with financial support from the Canadian Agricultural Safety Association (CASA), we were able to revise old resources as well as create new ones. These include a safety checklist that adheres to inside of your tractor window and a commuter vehicle bumper sticker.



We Talk. We Grow. - The We Talk. We Grow. campaign continues to be a staple in Farm Safety Nova Scotia’s work in mental health. This past year we revamped the Mental Health Kits to provide new resources as well as renewed our support and promotion of the Farm Family Support line.



To receive a Mental Health Kit or other We Talk. We Grow. resources, email info@farmsafetyns.ca

Industry News

In June 2022 Nova Scotia updated the Workplace Safety First Aid Requirements to align with the Canadian Standards Association (CSA). As a result, Farm Safety Nova Scotia revised the First Aid Fact Sheet on the website and did a series of social media posts to highlight the changes and new requirements for workplaces in the agriculture sector.

Over the last year our team has taken on a new shape and a new name! Formerly known as the Agriculture Sector Program, Farm and Workforce Development has expanded to provide oversight to our core programming, Nova Scotia Young Farmers and now Farm Safety Nova Scotia as well. Caitlyn took on a new role as Farm and Workforce Development Manager and welcomed two new team members who will support the needs of our members and the farm community by focusing on areas such as skills and training, human resources, and promotion of careers in agriculture.

Our Team

Caitlyn Creelman, Farm and Workforce Development

Manager: Caitlyn is responsible for leading the FWD team towards meeting the goals of the organization and the team's strategic priorities including sector programming, Farm Safety Nova Scotia and Nova Scotia Young Farmers. This includes industry-focused strategies for attracting, training and retaining farm workers, diversity, equity and inclusion, and member and stakeholder engagement.

Margaret Ells, Training and Awareness Coordinator: Margaret's role is to ensure the farm community has access to the resources and information they need to support their farms and workforce. This includes coordinating training and communication activities for the team, as well as promotion of careers in agriculture. She is also the lead support for Nova Scotia Young Farmers.

Patti Leurdijk, Employer Advisor: Patti provides advisory support to farm owners, employers, and management in the area of human resources and farm health and safety. She is responsible for coordinating and developing relevant and accessible information and tools for our members, including health and safety plans, HR support and recruitment and retention strategies.

Programming

Bridge into Agriculture – This 22-week introductory horticulture course was offered online to African Nova Scotians across the province. A combined effort with the Department of Agriculture, African Nova Scotia Affairs and Dalhousie University's Extended Learning; this course saw 17 participants successfully finish the course and receive a Certificate of Completion.

Continuous Improvement – This ongoing project focuses on the process-improving methodology of Continuous Improvement (CI). With support from the Atlantic Canada Opportunities Agency and Workplace Innovation and Productivity Skills Incentive, there is funding available to implement CI practices within your farming operation. Visit nsfwd.ca for more information.

N.S. Farm Discovery – In collaboration with the Department of Agriculture and Perennia, we launched the Nova Scotia Farm Discovery tool, found at nsfarmdiscovery.ca. This navigational tool consolidates and delivers business management resources in

an accessible way to those interested in entering the agriculture industry. Although the target audience is new entrants (5 years or less in the industry) it is available for anyone looking for resources to help with their farming operation.

Skills Pass – Farm and Workforce Development continues to offer self-directed, online training on a variety of topics. These are available free of charge at nsfa.skillsPASS.com.

Note: This platform now hosts our Farm Safety Nova Scotia online courses.

Events and Campaigns

Dalhousie's Agriculture Campus Career Fair – March 2022: A Farm and Workforce Development team member spoke with students about traditional and non-traditional careers in agriculture as well as promoted the use of our job bank, nsagjobs.ca.

Aboriginal Peoples Training and Employment Conference – May 2022: A representative from our team participated in a panel discussion on entering the trades as well promoted the new Farm Technician apprenticeship program.

SHAD Youth Event– July 2022: This event, hosted by Dalhousie University's Agriculture Campus, featured a team member as guest speaker. We had the opportunity to present to participating students on the topic of mental health in the agriculture industry.

Fields to Forks – Sept 2021: Fields to Forks is a sponsored series created by CTV which focuses on the Maritime Farming Industry. As part of the Fields to Forks campaign, we promoted agriculture careers through a 60 second television ad, a 15 second web video ad, digital ads on Bell Media websites, a 60 second radio ad targeted at two stations within Halifax, and a featured segment on CTV Morning Live.

Website updates – Farm Management Resources

If you have visited nsfwd.ca lately, you may have noticed that things look a little different. Our website now provides easy access to Industry Statistics and updates on team projects. Additionally, you will find a new Farm Management Resources toolkit which provides information and resources on the following topics:

- Farm Registration
- Business Planning
- Regulations
- Programs & Support
- Education & Training
- Risk Management
- Human Resources
- Transition/ Exit plans



Within this toolkit we have included a “New Farmers” icon. Clicking this icon will provide additional information which may be useful for those who have been in the industry a shorter time.

Strategic Planning

Last year, Nova Scotia Young Farmers started preparing for our future by revising our mission and vision statements, identifying priorities and brainstorming tactics to take action on them. This year, through sessions with Barrington Consulting we further developed and formalized our strategic plan, identifying core themes and actions to move forward.

Theme: *Connection & Networking*

- Social Media takeovers by NSYF executive and members
- Connect with Maritime Ag Podcast for advertisement opportunities and times to participate as guest speakers
- Host member events on rotating theme: Educational, Social, Facilitated Networking
- Arrange a meeting between NSYF Board and NSFA council

Theme: *Learning & Education*

- Seek to have access to NSFA training events offered at a reduced rate to NSYF members
- Provide opportunities for members to maintain their certification by providing pesticide points at events

Theme: *Advocacy*

- Develop a Policy and Position Document
- Meet with government officials to strengthen connections and bring issues forward

Theme: *Communications*

- Develop long-term communications plan to best serve the interests of NSYF members

Theme: *Future Pipeline*

- Connect with high school teachers and other education resources

#HowNSAgs Photo Contest

We held our fourth #HowNSAgs photo contest, a yearly photo submission contest where anyone in the agriculture industry in Nova Scotia between the ages of 18 and 40 can submit photos of what their experience with agriculture looks like. We were very excited to see so many great photos!

Pictured on the right is the winning photo submitted by Shannon Peters of Whitetail Acres Farm.

Shannon and Jordan Peters operate Whitetail Acres Farm along with their two young sons Kacey and Jake. When asked what her favourite part of agriculture in Nova Scotia was, Shannon replied with how helpful farmers are.

“There are no trade secrets, everyone is willing to tell you what they know, and what they do, and why they do it.”

Watch for the contest next year.



NSYF Board of Directors

See who has been working on your behalf this year:

- Rebecca Archibald – President
- Jonathan Waugh – Vice-President
- Jillian Sorgorka – Treasurer & Corporate Secretary
- Mandy Vosman – Eastern Region Director
- Megan McCully – Central Region Director
- Allan Melvin – Western Region Director
- Alana Bent – Director
- Nichole van Dyk – NS/NFLD Canadian Young Farmers Forum Representative

Become a Nova Scotia Young Farmer

We invite others to be a part of our organization. Our application form can be found on our website nsyoungfarmers.ca. If you are involved in the agriculture sector in Nova Scotia and are between the ages of 18 and 40, you can join as a voting member. The annual membership fee is \$30 for voting members. We also offer a non-voting membership to those interested who may be outside the geographic area or the age limits. Fee for non-voting membership is \$50. Memberships expire at the end of each calendar year.

As a member we invite you to:

- Meet and network with young farmers from your area and beyond
- Have your voice heard both provincially & nationally
- Access information for education & training
- Receive email updates of NSYF meetings & Events
- Receive industry news relevant to young farmers
- Provided voting eligibility
- Be eligible for nomination to the NSYF Board

Be sure to follow [@nsyoungfarmers](https://twitter.com/nsyoungfarmers) to stay in the loop on all things Young Farmers!

FARM SAFETY
NOVA SCOTIA



ONE ROAD

SAFETY IS A TWO-WAY STREET

