



Strengthening Community-Based Seniors' Services (CBSS) in Nova Scotia: An Ideas Exchange & Working Session

In Partnership with Aging Well Nova Scotia
June 17 & 18, 2025



Introduction

With the support of Aging Well Nova Scotia, HelpAge Canada hosted the fourth Provincial Territorial consultation on strengthening the community-based seniors' services (CBSS) sector at both the provincial and Pan-Canadian level. The Ideas Exchange & Working Session, held in person on June 17, 2025 and virtually on June 18, 2025, brought together community organizations, service providers, government partners, and advocates to explore the strengths, challenges, and future opportunities for the CBSS sector in Nova Scotia.

Participants identified strong community resilience, dedicated volunteers, and effective navigation tools as key provincial assets. They also highlighted significant barriers affecting older adults, including transportation shortages, digital inequities, affordability challenges, and a fragmented support landscape. The discussion emphasized the need for stronger provincial coordination, expanded community-based supports, and greater alignment with emerging Pan-Canadian CBSS initiatives.

Across both sessions, participants expressed broad enthusiasm for contributing to a national CBSS sector that strengthens collaboration, amplifies local voices, and advances shared priorities across Canada.

Purpose and objectives

The discussions employed a community development approach, ensuring the voices of older people and service providers informed Nova Scotia and Pan-Canadian strategies, approaches and planning efforts. The consultation questions were developed in collaboration with Aging Well Nova Scotia and HelpAge Canada to reflect the regional context and build on the previous consultations held in Ottawa, British Columbia, Manitoba, and Saskatchewan.

The objectives of the sessions were:

- To increase participant understanding of a provincial CBSS sector.
- To build a vision for a provincial CBSS sector in Nova Scotia.
- To motivate participants to invest time and energy in developing a Pan-Canadian CBSS sector.
- To help participants see themselves as part of a Pan-Canadian sector.
- To contribute to and inform the development of a Pan-Canadian CBSS sector.
- To identify next steps at the community, provincial, and Pan-Canadian levels.

This report includes session findings and facilitator reflections (discussion questions can be found in Appendix A) and highlights from participant evaluations. A list of participants can be found in Appendix B.

Findings: Nova Scotia CBSS Sector

What follows is an overview of the challenges, opportunities, strengths, and the desired future state for CBSS in Nova Scotia; refer to Table 1 for a summary.

Challenges

When asked about the challenges facing the CBSS sector, many respondents identified a lack of affordable and accessible transportation. As many older adults no longer drive, limited transportation options can make it difficult to access CBSS and health care services, run errands, and participate in community life, contributing to social isolation. Isolation is also exacerbated by limited access to digital resources, including insufficient Wi-Fi and phone minutes, limited local news coverage, particularly in rural areas, and gaps in digital literacy. Older adults are also impeded by insufficient accessibility supports, including the need for clearer, safer sidewalks, ramps, and elevators. In addition, a growing number of seniors are living, or at risk of living, below the poverty line and not prepared for retirement. There is a need for more supports with finances, system navigation, and safety (e.g., cybersecurity), as well as more affordable housing and assisted living options.

A lack of public trustees in the community environment inhibits the ability to access bank accounts, pay bills, and maintain autonomy. The sector requires more sustainable, long-term funding, as many pilots run out of money. The Ministry of Seniors is combined with long-term care, and as a result, the government tends to focus on investing in long-term care, rather than CBSS organizations. There are gaps in programing, particularly for older adults who are more active, as well as those with physical and financial challenges. Additionally, there is a lack of awareness of what services and programs exist, and cognitive impairments can exacerbate the hurdle of seeking support. Further, there are gaps in the healthcare system for older adults living with mental health disorders and addictions; many long-term care facilities have policies against accepting those with addictions, and there is inadequate training for those working in social services. Within the CBSS sector, there are challenges with staff retention, burnout, and work-life balance, as well as volunteer capacity, recruitment, retention, and management. More people are unable to retire, leading to a drop in available volunteers. There are also challenges with gender differences, with men being less likely to access supports, and women being the ones to carry the load in the CBSS sector. Further, there is a lack of collaboration and communication amongst senior care organizations, resulting in duplication of services and a competitive approach to garnering limited resources. There is a need for increased coordination to create a central voice for advocacy and to develop a provincial strategic plan.

Opportunities

When asked about opportunities for the CBSS sector, most answers centred around collaboration and developing communication networks. Better communication channels would improve awareness of what CBSS services exist. For example, having a regularly updated centralized directory of programs, utilizing a community connector to answer calls/questions, and offering monthly community meetings and newsletters to share information about existing activities. There is also the opportunity to create local coordinated hubs amongst CBSS organizations, using tools such as asset mapping, community calendars, and Facebook groups, as well as the opportunity to meet and learn from other jurisdictions.

Respondents would like to see regular service provider and health board meetings, as well as quarterly provincial CBSS consultations to share resources and knowledge, identify CBSS partners, and work

together. A collective voice can then be leveraged for advocacy to influence government to invest in affordable housing, aging in place, accessibility, and transportation. In addition, there is opportunity for the Provincial Seniors Council to work with and influence the Nova Scotia Minister of Seniors and Long-Term Care. Respondents would also like the CBSS sector to partner with the Emergency Management Office to build on Nova Scotia Guard, and to improve getting in touch with people in their homes. An additional opportunity is the development of more programming, such as wellness groups for newcomers and the integration of Arts and Culture into daily activities (e.g. music at the doctor's office). The Centre of Rural Aging and Health (CORAH) at the Nova Scotia Community College focuses on promoting health and well-being for people over 55, and there is opportunity to offer additional fitness and arts programming at this centralized hub. Further, there is room to offer more intergenerational opportunities, such as housing seniors with students.

Strengths

When asked to identify strengths within the CBSS sector that can be scaled to create a stronger provincial sector, many commented on the service navigation tools 211 and the Seniors Positive Aging Directory. Both tools are helpful resources that would benefit from more regular updates. Respondents also touched on the strength of collaboration and communication amongst CBSS organizations locally, provincially, and nationally. Communication could be scaled by paying someone to oversee bringing groups together, and collaboration could be improved by embracing an attitude of abundance and by sharing resources such as community kitchens, schools, and community centres. There is also strength in listening to the participants served and building a community of care. There are opportunities to make more connections in community at grocery stores, pharmacies, and doctor's appointments, as well as through newsletters and local papers. Other community supports include leaning on neighbours, especially in rural areas, offering help with shoveling/mowing, utilizing libraries and the community rooms in Superstore and Tim Hortons as social hubs, and having community RCMP Seniors Safety Officers available to help with falls, scams, isolation and outreach. Volunteers are another huge strength that can be scaled through the development of staff and volunteer succession plans and by updating and resourcing Volunteer Nova Scotia for recruitment. Suggested updates include allotting gas money for commuting and offering more short-term, flexible shifts.

Respondents also noted the strengths of specific programs and organizations. For example, rural events that have brought seniors together over food have been successful in combatting social isolation, and meeting in community at Senior Fairs has been helpful in identifying seniors' needs and interests. Other strengths include the CORAH and Victorian Order of Nurses (VON) Adult Day Programs, the Men's Shed, and the Grieving Well resource available through Healing Pathways Nova Scotia Hospice Palliative Care. Digital literacy courses have been successful in helping seniors connect with healthcare services, CBSS programming, and in combating loneliness. Noted teachings include the Tech Tools classes offered through Richmond County Literacy Network, The Getting Everyone Online program at GEO Nova Scotia, and the Cyber Café at Maggie's Place. There is also strength in conducting age-related research, which is taking place at the Centre on Aging and through various universities. Lastly, there is strength in the caring, compassionate people who are driven to support seniors and advocate on behalf of the CBSS sector.

Looking ahead to a desired state

In the next three to five years, respondents hope for transformations that better connect individuals to their community, with more gathering places, social prescribing, and available wrap around services that promote socialization and feeling safe. Seniors would be able to age in community and retain their

independence by utilizing technology, such as telehealth, wearable devices, and smart home features, as well as through an increase in accessible, affordable housing, home sharing opportunities, and available transportation. Respondents hope for a future that is more person-centered and holistic, with a focus on proactive, preventative healthcare. Ideally, everyone would know what is available to them, with an easy to access provincial directory, monthly seniors' newsletters, and navigation supports. There would be someone helping with record checks and placements, and services would be inclusive and barrier free.

In the next three to five years, respondents would also like to see a more connected sector, with regular meetings and a paid coordinator position within an organization like Aging Well Nova Scotia, that helps bring people together to break down silos. Respondents hope for the formation of a collaborative, diverse group that has the power to influence government. Ideally, there would be an independent department within government dedicated to older adults, and there would be more collaboration amongst the three levels of government. Older adults with lived experience would be in positions of leadership and decision-making. Senior organizations would receive continuous core funding, and more resources would be invested in home health versus long-term care. Older adults would be treated with respect, and there would be more intergenerational programming and education going toward combatting ageism. When respondents were asked to describe the desired feelings for the future, words included belonging, safety, joy, play, and fun.

Table 1. Summary of strengths, challenges, opportunities and a desired future state

Strengths	Challenges
- 211 and the Seniors Positive Aging Directory - Collaboration and communication - Listening to participants and building community - RCMP Seniors Safety Officers - Volunteers and Volunteer Nova Scotia - Rural events that bring seniors together over food - Senior Fairs - CORAH and VON Adult Day Programs - Men's Shed - Healing Pathways NS Grieving Well resource - Digital literacy courses - Age related research - Caring, compassionate people	- Lack of transportation - Limited digital resources/WIFI - Inadequate accessibility supports - Insufficient financial support - Lack of affordable housing - Gaps in CBSS programming, particularly for those with mental health disorders and addictions - Lack of staff and volunteer recruitment and retention - Gender differences: men being less likely to access supports, and women carrying the load in the sector - Insufficient collaboration/communication amongst CBSS organizations
Opportunities	Future state
- Develop communication channels to improve awareness of existing services - Create local coordinated hubs amongst CBSS organizations - Have regular service provider and health board meetings - Host more provincial CBSS consultations - Advocate with a unified voice - Have the Provincial Seniors Council work together with the Minister of Seniors and Long-Term Care	- Seniors' ageing in community and retaining independence; more investment in home health, gathering places, wrap-around services, and social prescribing - More affordable housing and home sharing - More transportation - Person-centered, holistic, preventative healthcare - Common knowledge of available resources/services - A connected sector that can influence

- Partner with the Emergency Management Office - Develop more programing - Integrate Arts and Culture into daily activities - Offer more intergenerational opportunities	- government - An independent older adult department within government - More collaboration amongst the three levels of government - Older adults in positions of leadership and decision making - Continuous core funding - More intergenerational programming - Less ageism - Feelings of belonging, safety, joy, play, and fun
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Findings: Pan-Canadian CBSS Sector

CBSS definition

The working definition of CBSS, derived from initial work in BC is as follows:

“The CBSS sector includes municipal, volunteer, and not-for-profit organizations that provide services and programming for older adults at the local level – at community centres, single and multi-service agencies, seniors’ centres, community coalitions and neighbourhood houses and circles, among others. CBSS organizations deliver programs, supports, and services that enable older adults to age in place, stay connected, and thrive in their communities. They are rooted in community and built on a foundation of trust, relationships, and deep community knowledge and understanding.”

Participants noted several additions to the working CBSS definition: for-profit organizations, caregivers, all levels of government, formal and informal services, educational institutions, the healthcare sector, navigation, EDI language, intergenerational, inclusion, lived experience, collaboration and collective impact, and remaining in community and ageing *well* in place. Others suggested shortening the definition, finding it too wordy and complex. Some believe the second paragraph is a stand-alone definition, and others suggested removing the list of examples or having an asterisk to include the list of sites elsewhere. It was also recommended to have an accompanying short, catchy tagline. Further, respondents commented on the specific language used, suggesting “older adults” instead of “seniors,” and “seniors-serving” versus “seniors’ services.” It was also recommended to use more collaborative language, such as “working with” seniors versus “providing” senior services. A few respondents noted that “neighbourhood houses and circles” does not resonate and that “community-based” is exclusionary of small businesses and does not recognize the intersectionality of sectors.

Call to action to support the desired state of CBSS in Nova Scotia

Participants were asked what they think needs to be done at a Pan-Canadian level to support the desired state of CBSS in Nova Scotia. Many mentioned wanting help setting up Healthy Aging Collaborative Online Resources and Education (CORE) in Nova Scotia or the Atlantic provinces, an initiative that could potentially be supported by Aging Well Nova Scotia. Participants also noted the need for a regularly updated directory of services across Canada, and a systems map at the federal level.

Respondents also want more coordinated efforts amongst CBSS agencies, with a paid position to nurture cooperation. Coordinated efforts would include having regular in-person and online discussions to share knowledge, best practices, and success stories, and to evaluate resources for duplication. They would also involve the development of a national strategy, the compiling of data as proof of concept of the work happening in the sector nationally and provincially, and the formation of a united voice for collective impact.

At the Pan-Canadian level, respondents identified several areas where national support would make a significant difference. They highlighted the need for advocacy training and national champions who can help raise the profile of the CBSS sector with the public and decision-makers. They would also like support in lobbying all levels of government to secure sustainable core funding, and to invest in areas such as housing, transportation, university and college programming, and proven community initiatives, rather than focusing primarily on short-term pilots.

Participants noted that the New Horizons funding program could be strengthened to better support non-profits, particularly by making it less competitive and by allowing for staffing costs. They also called for more consistent and coordinated volunteer supports at the national level, including clearer liability frameworks, free criminal record and vulnerable sector checks, and accredited training or standardized credentials for people working or volunteering in the sector. A national volunteer registry, along with shared data, incentives, and best practices, was seen as an important tool for attracting and retaining volunteers. CBSS organizations also identified the need for succession planning, board training and education, and structured needs assessments to help plan for the future. At the community level, respondents would like the Pan-Canadian sector to play a stronger role in public education and messaging to raise awareness of older adults' needs, combat ageism, and highlight the role of CBSS in supporting ageing in community. They also emphasized the importance of fostering "communities of care," where formal services are complemented by neighbourly support and everyday acts of connection, such as checking in on one another, helping with errands, and simple signals of safety and presence.

Defining success and determining impact

When asked what would define a successful Pan-Canadian CBSS sector, most answers touched on having a coordinated sector with a national strategy and strong, unified national voice that can lobby the government. Governments would provide sustainable core funding to the sector and invest in affordable housing, transportation, and home health. Local groups, private companies, and older adults would be included in discussions, with strong representation from each province. There would be a paid position to bring groups together for regular meetings, and information sessions would be recorded so everyone can review the same material. HelpAge Canada would support asset mapping of CBSS agencies to improve awareness of who is involved and identify duplications and gaps in services.

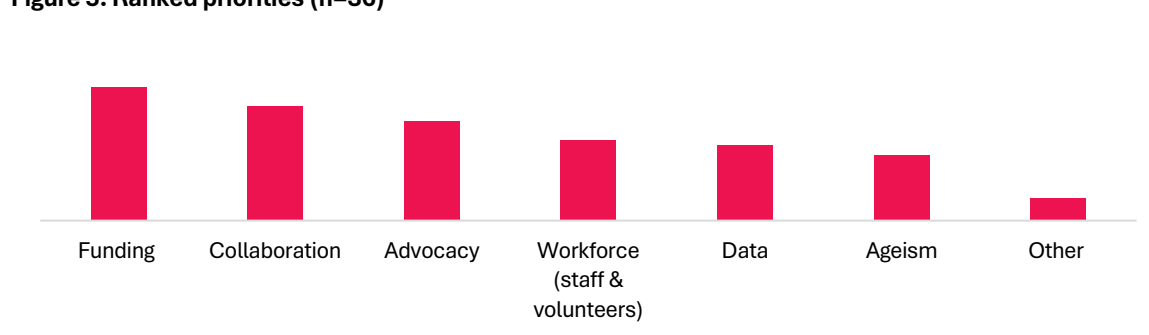
Success would mean that the CBSS sector is recognized as a formal leader for older adult supports, rather than seen as an informal sector. There would be more awareness of what the sector does, and changes in attitude toward older adults at the community level. Policy changes would help reduce discrimination toward seniors, especially those who are single, and seniors would be able to age where they want, with feelings of support, safety, and belonging. Further, organizations could expand their programming, particularly in rural areas, and seniors would have easier access to services and healthcare. Comprehensive navigation tools would help people understand what programs exist, and more provinces would be involved with CORE. Success would be measured using metrics such as increases in services offered, partnerships, and senior engagement, as well as reductions in the number of older adults who are

homeless and those admitted to long-term care. Determinants of impact would also include success stories and hearing from the people served.

Priorities

When respondents were asked to rate priorities in order of importance to support a Pan-Canadian CBSS sector, the following was determined: Funding was ranked most important, followed by collaboration, then advocacy, workforce, data, ageism, and lastly, 'other' (figure 5). Within the 'other' category, respondents included communication, coordination, and diversity.

Figure 5. Ranked priorities (n=36)

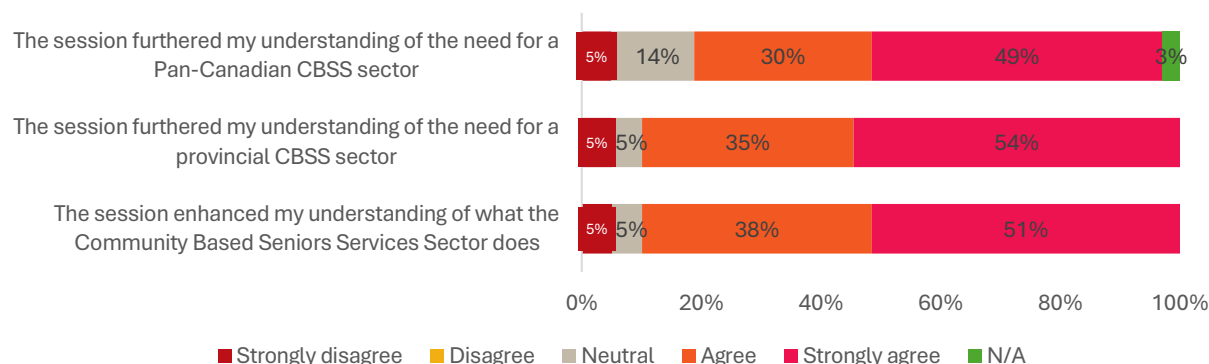


Session evaluation

Effectiveness of the consultation

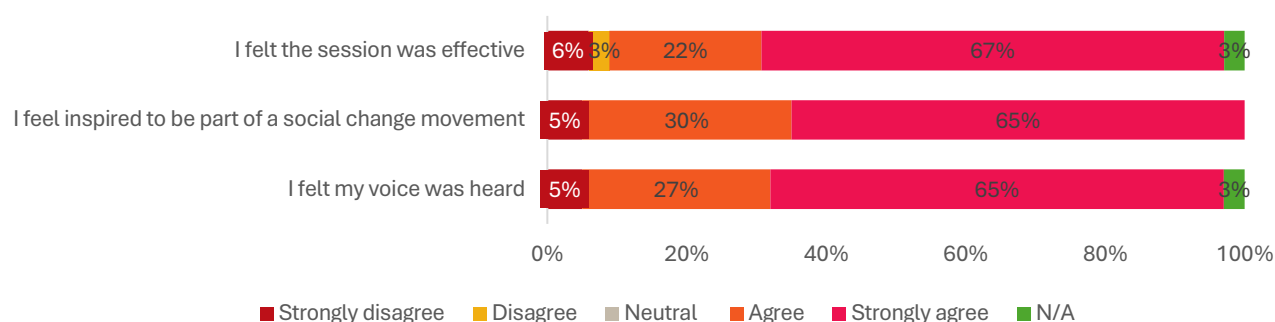
The majority (89%) of respondents agreed or strongly agreed that the session enhanced their understanding of what the CBSS sector does. The majority of respondents also agreed or strongly agreed that the session furthered their understanding of the need for a provincial CBSS sector (89%) and the need for a Pan-Canadian CBSS sector (78%) (Figure 6).

Figure 6. Effectiveness of the session in enhancing the respondents' understanding of the CBSS sector (n=36)



Most respondents agreed or strongly agreed that the session was effective (95%), that it made them feel inspired to be part of a social change movement (89%), and that their voice was heard (92%) (Figure 7).

Figure 7. Respondents' feelings towards the session being effective, inspiring, and feeling heard (n=36)

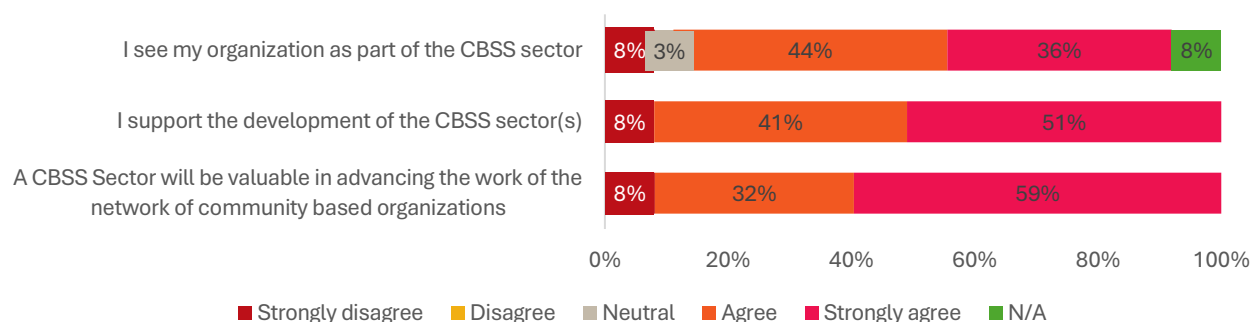


When asked what the best part of the session was, respondents commented on the opportunity to network and connect with other organizations. Particularly, respondents enjoyed the table discussions, where they could hear from other groups and share their input. Participants also enjoyed the presentations, noting those from NIA and HelpAge Canada. When asked how the session could be improved, respondents recommended changing the table groups part way through to facilitate discussions with more people. Some participants would have preferred fewer discussion questions and presentations, leaving more time to collaborate and network. Others would have liked more time to ask questions after the presentations. Respondents recommended pre-sharing a list of the people and organizations in attendance, including bios and information on what each organization offers. One respondent commented that they would like to feel less pressure to talk, and one would have liked clearer discussion guidelines. It was also noted that group facilitators should share less of their own views to keep discussions unbiased. Participants would like more movement breaks, a warmer room, and more space between tables to reduce noise. Lastly, participants would like there to be more of these sessions offered, and additional promotion of the sessions via newsletters and other communication channels.

National CBSS sector

When asked about building a Pan-Canadian CBSS sector, the majority (81%) of respondents agreed or strongly agreed that they see their organization as part of the CBSS sector. Nearly all (92%) of respondents agreed or strongly agreed that they support the development of the CBSS sector(s) and that a CBSS sector will be valuable in advancing the work of the network of community-based organizations. (Figure 8).

Figure 8. Building a Pan-Canadian CBSS Sector (n=36)



Reflecting on previous consultations (national Ottawa, British Columbia, Manitoba, and Saskatchewan)

Analogously, participants attending the National Summit World Café in Ottawa, the BC provincial consultation, the Manitoba provincial consultation, and the Saskatchewan provincial consultation were asked how *likely* they were to support the development of a national CBSS sector; 94%, 98%, 96%, and 100% agreed, respectively. Further, 88% of respondents from the Ottawa consultation, 92% from the BC provincial consultation, 82% from the Manitoba provincial consultation, and 91% from the Saskatchewan provincial consultation see their organization as being part of the national CBSS sector. Similar to the input from BC, Manitoba, Saskatchewan, and the national summit, participants commented on the importance of having a unified, collective voice and vision for effective advocacy and to secure funding. Participants also reported that a Pan-Canadian CBSS sector brings people together to share resources and collaborate. Key actions that are necessary to support the development of a Pan-Canadian CBSS sector include: having more opportunities to collaborate and communicate; securing funds at all levels of government through advocacy and awareness; and improving education and awareness of the CBSS sector.

Key takeaways and lessons learned

Key lessons learned about the session and surrounding sector development include the following:

About the session

- Change table groups part way through to facilitate discussions amongst more people
- Ensure there is adequate time for collaboration and networking
- Consider having fewer discussion questions
- Consider having shorter presentations with more time for post-presentation Q&As
- Pre-share a list of the people and organizations in attendance
- Include movement breaks
- Ensure tables are spaced far enough apart so that participants can hear one another

Sector development

- Develop a coordinated sector with a national strategy and strong, unified voice
- Create a paid position to coordinate bringing CBSS agencies together to meet and collaborate
- Provide advocacy training
- Lobby all levels of government to get charitable organizations the same tax status as political organizations, to garner sustainable core funding, and to secure funds for affordable housing, new university programs, transportation, home health, and tried and true initiatives
- Include private companies and older adults in discussions, with representation from each province
- Undertake asset mapping of CBSS agencies in each province
- Set up CORE in Nova Scotia
- Compile data as proof of concept of the work happening in the sector
- Standardize volunteer supports, including liability for volunteers/organizations, free criminal record and vulnerable sector checks, and accredited training/credentials
- Work on public messaging and education to raise awareness of seniors' needs, combat ageism, and inform people of the role the CBSS sector plays in senior care

Summary and Conclusion

The Nova Scotia Ideas Exchange and Working Session demonstrated a CBSS sector grounded in strong community relationships, local resourcefulness, and a shared commitment to improving the experience of ageing across the province. Participants highlighted existing strengths such as volunteer engagement, effective navigation tools, collaborative community spaces, and successful programs that reduce isolation and support connection. These strengths form a promising foundation for broader provincial alignment.

Participants also described significant barriers facing older adults and the organizations that serve them. Transportation limitations, digital inequities, accessibility challenges, and a lack of affordable housing all contribute to isolation. CBSS organizations continue to navigate funding constraints, limited staffing and volunteer capacity, and fragmented communication channels across the province. These challenges point to the need for clearer coordination and more consistent avenues for sharing information, planning together, and influencing policy.

Despite these constraints, the desired future state described by participants is hopeful and achievable. They envisioned a sector where older adults feel a sense of belonging and safety, where services and programs are easy to find, and where organizations collaborate regularly through shared systems and structures. Participants also recognized the value of aligning with Pan-Canadian efforts to strengthen learning, advocacy, and shared tools, especially as the national sector continues to grow.

Recommended next steps:

- 1) **Strengthen provincial coordination and communication**
Establish a provincial mechanism to bring CBSS organizations together on a regular basis, whether through a working group, coordination table, or similar structure. This would help reduce duplication, support shared planning, and build a clearer provincial voice. Improved coordination will also help connect local efforts, identify emerging needs, and create stronger links with government and regional partners.
- 2) **Expand community-based supports that reduce isolation and improve wellbeing**
Increase the availability of programs that foster connection, safety, and independence. This includes expanding social prescribing initiatives, intergenerational programming, rural community gatherings, and preventative health and wellness activities.
- 3) **Establish CORE Atlantic as a shared learning and collaboration platform**
Support the development of Healthy Aging CORE in Nova Scotia or across the Atlantic region. CORE would provide a central digital hub for resource sharing, training, promising practices, and sector-wide communication. This platform would help connect organizations across the province, strengthen collaboration with neighbouring Atlantic provinces, and link Nova Scotia to Pan-Canadian CBSS development efforts.

Together, these next steps reflect both the opportunities and challenges identified during the session. By improving coordination, strengthening navigation and communication systems, and connecting to national learning through CORE, Nova Scotia can continue to build a more cohesive and resilient CBSS sector that supports older adults to thrive in their communities.

Appendix A: Discussion Questions

Part I discussion questions: Nova Scotia focus

Discussion question #1: Thinking about CBSS in your region, what are the top challenges and where are the opportunities?

Discussion question #2: Can you identify points of strength within the CBSS sector that can be scaled to support a strong, provincial CBSS sector (i.e., what are the success factors)?

Discussion question #3: If you think ahead about the CBSS sector in Nova Scotia in 3-5 years, what is the desired state? What does it look like? How does it feel?

Part II discussion question: Pan-Canadian focus

Discussion question #4: Reflecting on the definition of CBSS, what is missing (definition of CBSS is provided)? What can be added?

Discussion question #5: What needs to be done at the Pan-Canadian level to support the desired state of CBSS in Nova Scotia that you talked about this morning?

Discussion question #6: Thinking about a Pan-Canadian CBSS sector, what does success look like? How will we know we are making an impact?

Appendix B: Participant List

Name	Organization
Adrian White	Earth Angels Home Care
Aimée Foreman	Silvermark
Alice Sandall-Holt	Sackville-Bedford Meals on Wheels
Allie Chipman	Valley Hearing Healthcare
Allison Davis	Spencer House Seniors Centre
Amy Kate Jessome	Seniors and Long-Term Care
Andrea Redmond	Communities, Culture, Tourism & Heritage
Andrea Wilks	Victorian Order of Nurses (VON)
Andy Thompson	Aging Well Nova Scotia
Angie DeCoste	Sackville Bedford Meals on Wheels
Anne Gillies	Health Advocacy Committee, CARP
Anne-Marie Long	Nova Scotia Federation of Seniors
Annika Voltan	Saint Mary's University
April Bailey	Victorian Order of Nurses (VON)
Barry Braun	Happy Community Project
Ben Robertson	Caregivers Nova Scotia Association
Beth House	Alzheimer Society of Nova Scotia
Brittany Lambert	Happy at Home Halifax and Spencer House
Carol Longue MacDonald	Sackville Legion Seniors Recreation Club
Carolyn Barber	Cape Breton University Centre of Excellence for Healthy Aging
Carolyn Maxwell	Retired Department of Health and Wellness Executive
Catherine Driesbeck	Hike Nova Scotia
Cathy Lively	Aging Well
Celeste Gotell	Seniors Take Action Coalition of Richmond County
Cheryl Carter	Seniors for Climate
Chris Andrews	Arts Love Peace
Cindy Russell	Atlantic Collaborative on Injury Prevention (ACIP)
Dawn Parks	Aging Well Nova Scotia
Denise Covey	YMCA of Southwest NS
Derrick Babin	Victorian Order of Nurses (VON) - Community Support Services
Eleanor Gallant	Aging Well NS
Ellen Rudderham Gaudet	55+ Games
Erin Crosby	Victorian Order of Nurses (VON)

Erin Henderson	Aging Well Nova Scotia
Gabrielle Gallant	National Institute on Ageing (NIA)
Jaime Dennison	Centre of Rural Aging And Health (CORAH)
Jen Macdonald	NS Dept of Opportunities and Social Development
Jenna Fralick	Remember When Healthcare
Jennifer Wesman	Centre of Rural Aging And Health (CORAH) - Annapolis Valley
Jenny Theriault	Caregivers Nova Scotia
Jim Vance	Aging Well Nova Scotia
John Britton	Alzheimer Society of Nova Scotia
Jon Ladha	Kindway Patient Transfer & Companionship
Joy McKay	Nova Scotia 55+ Games Society
Juanita Norton	Community Member
Kathleen Reid	Chebucto Links
Krista Thornton	Self Employed
Kristian Suen	Nova Scotia Hospice Palliative Care Association
Leslie Taylor	Nova Scotia Community Transportation Network (NSCTN)
Liz McGuire	National Institute on Ageing (NIA)
Lori Snow	Victorian Order of Nurses (VON)
Madeleine Dillon	Aging Well Nova Scotia
Marjorie Willison	Aging Well Nova Scotia
Meagan MacDonald	Aging Well Nova Scotia
Melanie Seamone	Victorian Order of Nurses (VON)
Melissa Mclaughlin	Victorian Order of Nurses (VON)
Michelle Jean Williams	Well-Being Hub
Mohja Elnour	Sudanese Community Senior Program (This is How We Do It)
Monique Natividad	Victorian Order of Nurses (VON)
Natalie Iciaszczyk	National Institute on Ageing (NIA)
Nicole Leggat	Parkwood Home Care
Olha Filipka	Alzheimer Society of Nova Scotia
Pamela Fancey	Nova Scotia Centre on Aging, Mount Saint Vincent University
Paul Tingley	PNS Community Culture Tourism and Heritage
Paula Withrow	Truro & Area Community Health Board
Phyllis MacLellan	Aging Well NS
Raj Makkar	Aging Well NS – Nova Scotia Health (NSH)
Rebecca McCarthy	Seniors Connect NS
Ruth-Ellen Jackson	Northwood Care

Sabrina Skinner	Sunnyville Community Association
Samantha Morrison	Alzheimer Society of Nova Scotia
Sharon MacAlpine	Digby Area Recreation Commission
Sheila Schuehle	Dementia Live
Shelley Jones	High Crest
Shirley Ann Burdock	Aging Well Nova Scotia
Stephanie Redden	Remember When Healthcare
Sue LaPierre	United Way Maritimes
Tanya Burke	East Hants Community Learning Association
Teri Fraser	Lincolntonville Community Development Association
Tina Feth	Northwood
Trecia Schell	Pictou-Antigonish Regional Library
Trisha Gray	Chebucto Links