



# Terna

FOUNDATION

NOVA SCOTIA EDUCATION DAY

*Presented by*



**CREATING OUR OWN PATH:  
THE IMPORTANCE OF  
SELF-GUIDED STRATEGIES**



# Thank you for working safe.

**At Nova Scotia Power, we believe a safe workplace comes only with hard work and dedication.**

Thank you to our frontline workers for prioritizing safety in how you work each day. **Together, we're building a safer Nova Scotia.**





## Premier's Message

Supporting Nova Scotians in their most vulnerable moments takes incredible courage. First responders, healthcare providers, educators, caregivers, and support workers across our province are pillars of safety and care on the toughest of days. Asking for help can be difficult but it's essential to prioritize and invest in your wellbeing. It's not a sign of weakness – it's an act of strength.

As your government, we are committed to supporting you. We're working to create universal access to mental health and addiction care for all Nova Scotians. Regardless of where you live, what you're facing, or your ability to pay, you deserve the care and support you need.

That's why we've made the largest-ever investment in mental health and addiction services – more than \$350 million to strengthen resources in every community across Nova Scotia.

On behalf of the Province of Nova Scotia, thank you to all the helping professionals providing compassionate care in your communities. I'd also like to acknowledge the Tema Foundation for your leadership in mental health and wellbeing, and remember Tema Lisa Conter, whose life tragically ended far too soon, and whose spirit lives on through the foundation.

To all first responders: thank you. I hope today's event reminds you of the importance of caring for yourself, just as you care so selflessly for others. Your wellbeing matters.

Yours truly,

A handwritten signature in blue ink that reads "Tim Houston".

Honourable Tim Houston  
Premier of Nova Scotia



# RETHINK WHAT HURT LOOKS LIKE

**Not all workplace  
injuries are visible.**

A safe workplace means  
protection from both physical  
and psychological injuries.

[worksafeforlife.ca](http://worksafeforlife.ca)

**WORK SAFE.  
FOR LIFE.**  
WORKERS' COMPENSATION BOARD OF NOVA SCOTIA

  
**NOVA SCOTIA**

**Rethink  
Workplace  
Safety**



# In Loving MEMORY

*The following is a real letter written by a very close friend of Tema's, which was published in the newspaper shortly after her tragedy.*



Tema Lisa Conter was born and raised in Halifax, Nova Scotia. She was the daughter of the late Dr. Ralph Conter, and the late Deborah Conter. A sister to Howard and Arlene.

She attended The Halifax Grammar School from Grade 1 to Grade 9. Tema also attended Queen Elizabeth High School and The Beth Israel Hebrew School. Tema spent her summers from age seven to twenty-one at Camp Kadimah. She then furthered her education at The School of Retailing at Chamberlain College in Boston, Majoring in Fashion Merchandising.

She moved to Toronto in 1985 and began a career in fashion management. She worked as a buyer and manager for an established ladies-wear retail chain.

On January 27th, 1988, at the age of 25, Tema was murdered by a convicted serial killer who had spent most of his adolescent and adult life in jail. In a fatal error of the justice system, this man, who had been placed in a half-way house, in a Mid-Town Toronto neighbourhood, entered her apartment building early that morning and attacked Tema on her way to work.

Her brutal and senseless murder, a nightmare beyond belief, was reported in detail in all of the papers.

There are no words for the devastation of her death on her family and friends. Her loss creased a void that could never be filled.

Tema was full of life and happiness and lived life to the fullest. Throughout her school years, university, and career, she was known to many for her humour, wit, and charm. She was always the life of the party. Her personality connected her with people of all ages; once that connection was made, they were forever her "Buddy". At Camp Kadimah, a place that meant so much to her, she made lasting friendships with her campers, their parents, and her peers.

Tema was especially loyal and devoted to her family, coming home for visits at every opportunity, also making her grandmother, the late Ruby Hamburg, her top priority.

She was generous, caring, and always found joy in the good fortune of others.

*Lynda Suissa*





**Bell**  
Let's Talk

**We are proud to support the  
2025 Tema Foundation Education Day.**

# Message FROM THE CHAIR

## Welcome to Tema Foundation's Nova Scotia Education Day!

On behalf of our Board of Directors, staff, and volunteers, I am thrilled to welcome you to this year's event. Our theme, *"Creating Our Own Path: The Importance of Self-Guided Strategies,"* is all about equipping you with the tools and strength to maintain your mental well-being—both on the job and in everyday life.

Today, you'll hear from incredible speakers who bring valuable insights, experiences, and expertise to help you navigate the challenges of mental health. At Tema, we are committed to providing programs, workshops, customized curriculum, peer support training, and resources tailored to the needs of diverse work environments, individuals in every profession and walk of life.

No matter your role within your organization, understanding the risks to your mental health, recognizing signs of psychological injury, and knowing where to find support are critical.

We hope today's program leaves you with valuable strategies and renewed resilience. Thank you for being here and for the incredible work you do. Enjoy the day!



*Karen*

Karen Conter  
Tema Foundation, Chair

# Making Mental Health Healthier: Virtual Group for Youth of First Responders & Healthcare Providers



## Apply Today





# If You're Being Social Today...

...give us a tag!  
**#temafoundation**

## **VOLUNTEER WITH TEMA**

Interested in being part of the Tema Family?

Contact Cheryl Matthews  
[cheryl.matthews@tema.foundation](mailto:cheryl.matthews@tema.foundation)



Proud to support **Tema Foundation**



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**WEEKNIGHTS 6**

[CTVNewsAtlantic.ca](http://CTVNewsAtlantic.ca)

# Agenda AT-A-GLANCE

## 7:30 am EARLY MORNING MINGLE & REGISTRATION

8:30 am Opening Remarks, Dr. Howard Conter, Emcee

8:50 am Paul Bromby, "The Backpack"

9:25 am Michelle Thomason, LSI and Mark Roach, WCB

9:45 am Natacha Dupuis, Master Corporal, Ret'd

## 10:20 am MORE MORNING MINGLE

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10:55 am KEYNOTE: Dr. Duncan Shields, Blueprint

## 12:15 pm MINGLE & MUNCH

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Let's Talk

1:20 pm Adam Conter

1:55 pm Dr. Mark Johnston, True North  
Psychological Services

2:15 pm Richard Goldhar, Goldhar & Associates

2:40 pm Doug Allen, CD, SEP, MSW, RSW,  
Atlantic Group and Trauma Training Centre

## 3:10 pm MID-DAY MINGLE

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plaza

3:30 pm Deven Kennedy, Resilience Through Fitness

4:05 pm Helen Scammell, Nova Scotia Provincial 911

4:35 pm Closing Remarks





**Psychosocial Counseling**  
Individual, Family, Group



**Injury Recovery & Pain Relief**

**Pain Management**



**Joint Inflammation / Performance**

**Naturopathic Medicine, ND**



**Integrative Medicine Treatments**

**Nutritional Counseling, RD**



**Trauma Support**

Prescription for  
Cannabinoid Therapies



**Treatments for Depression, Sleep Disorders, Anxiety**



## Spartan Wellness Virtual Care Team | Integrative Medicine Clinic

Spartan Wellness Virtual Care Clinic provides personalized, integrative healthcare to support individuals with a focus on veterans, first responders, and frontline workers— in overcoming the mental, physical, and social effects of injury, pain, or trauma.



**SPARTAN**  
WELLNESS

**COMMUNITY CARE SQUAD**

<https://spartanwellness.ca/events/>

Our Community Care Squad provides FREE in-person activities for Veterans and First Responders across Canada.

These FREE experiences may include: Golf, Axe Throwing, Boat Tours, Painting, Yoga...and more!

Join us for adventure, connection, and support!



## Employee Assistance Program

Did you know we now have an EAP Program for First Responders?

If your organization would like to find out more, contact us:

[info@spartanwellness.ca](mailto:info@spartanwellness.ca)



Join our list to stay up to date on First Responders programs, special promotions and initiatives.



## Start your Wellness Journey Today

Book Your Appointment

**Virtual Care Clinic**

1 833-485-7826

[info@spartanwellness.ca](mailto:info@spartanwellness.ca)

[www.spartanwellness.ca](http://www.spartanwellness.ca)



**SPARTAN**  
WELLNESS

**Virtual Care | Integrative Medicine Clinic**

Great Things Happen Together



SCAN ME

# TEMA RAFFLE

A luxurious two-night stay at the Muir Halifax in the Muir Signature King Guestroom, complete with breakfast for two at Drift each morning.

Pick up your tickets in the lobby

Suggested donation: 10/ticket or \$20 for 3



# Meet OUR KEYNOTE



## Dr. Duncan Shields Blueprint

Dr. Duncan Shields is a Psychologist and Adjunct Professor in the Faculty of Medicine at UBC where he co-founded the NGO, 'Blueprint', to work with military and first responder organizations researching and developing evidence-based programs to enhance member resiliency and well-being. As part of this work, Duncan co-developed the First Responder Resiliency Program which provides evidence-based training and support to first responders in Canada and Australia.

Duncan has taught inclusion-based leadership and cultural change to executive teams at HSBC, multiple first responder organizations and at Westpoint Military Academy, and is currently researching the inter-relationship between inclusive organizational cultures, performance and employee well-being within specialized units of the Canadian and Australian militaries. Duncan has published multiple articles, book chapters and technical reports, and has been invited to present his work in six countries.

He is the recipient of a number of awards and honours for his research and service.

### **The Capacity to Overcome: Fostering high performance and well-being through community**

What is resilience? Is it an individual trait, or does it emerge from cohesive teams and supportive recovery environments? Drawing insights from sport psychology, disaster relief, and elite military and first responder teams, Dr. Shields will explore the connection between resilience, high performance, and overcoming adversity. Discover how to “control the controllables” and embrace the challenge to lead—no matter your position—by fostering collaboration, supporting performance, and prioritizing well-being for yourself and others.



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2025 TEMA FOUNDATION GALA

The Armour Group Ltd. is an investment and real estate company dedicated to the principles of excellence, long-term relationships, and the creation of a sense of place and pride in our region.

Like the TEMA Foundation, we are dedicated to fostering hope, connection, and resilience within our community.



Proud sponsor of the  
Tema Education Day

plaza.ca

Scotiabank.

## Supporting our heroes.

Make the most of each and every day  
with a plan that helps you focus on  
the things in life that can't be bought.

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## EMPOWERING WELLBEING— AT WORK AND BEYOND.

Love the way you work.



Proud to support Tema Foundation's Nova Scotia Education Day.

## INSIGHT OPTOMETRY

We are proud to support the Tema Foundation  
**NOVA SCOTIA EDUCATION DAY**



1575 Brunswick Street | Halifax  
(902) 422-4444 | [insightoptometry.com](http://insightoptometry.com)

## Prizes EVENT SURVEY

Fill out our event  
survey at the end  
of the day for a  
chance to **WIN!**



# Meet OUR SPEAKERS



## **Paul Bromby** "The Backpack" Author

### **Understanding the Impact of Parental Mental Health on Children**

Paul will lead a workshop exploring how children may unknowingly carry the emotional burdens of a parent's mental health struggles. This session offers insights into recognizing these impacts and practical strategies to support children and families with empathy and care.



## **Michelle Thomason**

Department of Labour, Skills and Immigration, Safety Branch

### **New Proposed Harassment in the Workplace Regulations and a Call for Comment**



## **Mark Roach**

Workers' Compensation Board of Nova Scotia

### **Update from WCB**

# Meet OUR SPEAKERS



## Natacha Dupuis

### **From Service to Strength: My Journey of Recovery through Sport**

A veteran and mental health ambassador's journey of resilience, from mental health challenges to recovery through sport leadership at two Invictus Games.



## Adam Conter

### **Intergenerational Trauma and Parenting**

We may think trauma affects only those who experience the acute event. We talk often about how to create trauma informed care in the workplace, but what are the effects at home. First hand open discussion with a person who has lived (and corrected) intergenerational trauma.



## Dr. Mark Johnston True North Psychological Services

### **Ketamine Therapy for PTSD and Treatment-Resistant Depression**

Dr. Johnston will provide an overview of what ketamine therapy is. How it helps people, and why its an important therapeutic tool for veterans and first responders.





Clearwater Cares is proud to support Nova Scotia Education Day, a transformative day of mental health education tailored for individuals in every profession and walk of life – first responders, frontline workers, health care and education professionals, and more.

We encourage you to support each other and focus on mental health and well-being for yourself and others.



[clearwater.ca](http://clearwater.ca)



[tema.foundation](http://tema.foundation)

# Meet OUR SPEAKERS



**Richard Goldhar** Goldhar & Associates

**Breaking the Silence on Financial Struggles: Why It's Time to Talk About Debt**

Join Richard as he reveals why breaking the silence around debt is essential for financial health and recovery.



**Doug Allen, CD, SEP, MSW, RSW**

Atlantic Group and Trauma Training Centre

**Nervous System Recalibration© Move from prevention, into preparation**

NSR© creates a framework for a healthy tactical-to practical response within the operator. Calming down or grounding are not always the answer. NSR© means recalibrating your nervous system to be more efficient both on and off duty. This enhances judgement, while also ensuring your tactical skills remain available.



**Deven Kennedy** Resilience Through Fitness

**My Journey to Resilience**

Deven founded Resilience Through Fitness to help First Responders and civilians alike harness the power of fitness and healthy lifestyle choices as tools for overcoming life's challenges.

# Meet OUR SPEAKERS



## Helen Scammell Nova Scotia Provincial 911

### Drive to Decompress

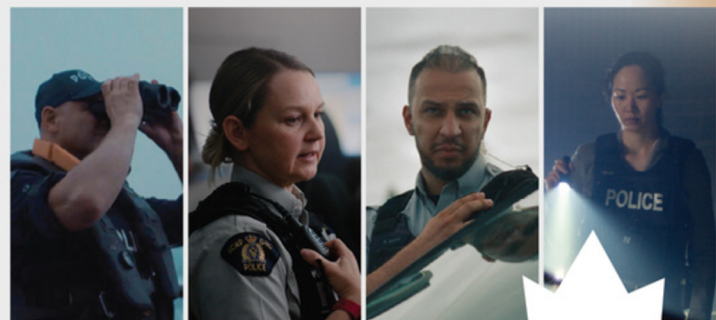
The Drive to Decompress explores using the commute as a transition to unwind from high-intensity roles. By creating intentional rituals – whether through music, mindfulness or technology limits-first responders and healthcare workers can improve their work-life balance and mental well-being, arriving home more present, grounded, and ready to connect.



## Helping You Live Your Best Life.

Tailored ketamine care for mental health challenges and chronic pain.

[nuvistamedicine.com](https://nuvistamedicine.com)  
(506) 975-1393



## Sometimes Even Heroes Need Help

RCMP Members serve because they care, but the weight they carry can be heavy. By supporting their mental health, we can stand with those who stand for us.

[WhyWeServe.ca](https://WhyWeServe.ca)



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## Exceptional Mental Health Support

Supporting your mental wellness journey with expert care and empathy.

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# Goldhar

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- Credit cards
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- Wage & bank account garnishments
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- Personal loans
- and more

**We can help. Free Consultation.**



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1-855-967-3328

# EXHIBITORS

Be sure to visit all of our fantastic exhibitors onsite today! Take the time to explore their booths and learn more about the valuable programs, services, and resources they offer in support of frontline workers and mental wellness. It's a great opportunity to connect, ask questions, and discover new tools that can make a difference.

- Workers' Compensation Board of Nova Scotia
- Department of Labour, Skills and Immigration
- Emeritus Golf
- Nuvista
- Veterans Transition Network
- Strongest Families Institute
- Garnet Families
- Resilience Through Fitness Inc.
- National Police Federation
- Groundhog Productions
- Echelon Wellness
- Atlantic Group and Trauma Training Centre
- Landing Strong
- Spartan Wellness
- EHN Canada
- St. John Ambulance
- Tema Foundation
- The Newly Institute
- BrainStim
- Tatted Leatherworx



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FOUNDATION  
NOVA SCOTIA EDUCATION DAY

**Inspirational...**

the resilience and dedication of  
Nova Scotia's frontline workers  
and first responders.



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FOUNDATION

## FOUNDATION TRAINING

*Mental Health Education For Those On The Frontlines*

### Foundation Courses Include:

- Mental Health & Wellness
- Trauma
- Suicide Prevention
- Family
- Management & Leadership
- Crisis

**Visit [tema.foundation](https://tema.foundation) or contact  
[colleen.kamps@tema.foundation](mailto:colleen.kamps@tema.foundation)**



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