



Duly Convened Sipekne'katik Band Council Meeting Minutes
Tuesday, January 9th, 2024
Tidal Bore River Rafting Resort
10:00 AM

1. Call to Order: The meeting was called to order by Chief Michelle Glasgow at 10:40 AM.

2. Opening Prayer: Councillor Rufus Copage gave the opening prayer.

3. Roll Call:

Council Present:

Chair, Chief Michelle Glasgow
Councillor Rufus Copage
Councillor Cheryl Gehue
Councillor Thomas J. Howe
Councillor Justin W. Johnson
Councillor Doreen Knockwood
Councillor Timothy Nevin
Councillor Eldon Paul
Councillor De-Anne Sack

Absent:

Councillor Gerry Augustine (Excused)
Councillor Keith Julian (Excused)
Councillor Brooke Willis (Excused)

Quorum: 9

Councillor Lena Knockwood (11:00 AM) Q/10

Staff:

Marine Courtois, Consultation Marine Biologist
Michael Cox, Consultation Biologist
Brian Dorey, Director of Operations
Jenna Howe, Minute Taker
Ron Knockwood, Consultation Manager
Stuart Knockwood, Director of Administration
Vera Marr, Consultation Administrative Assistant
Samantha Watts, Consultation Earth Keeper
Mallory Wilcox, Minute Taker

4. Adoption of Agenda:

Motion #1

Moved by Councillor De-Anne Sack, seconded by Councillor Thomas J. Howe, (to accept the Duly Convened Sipekne'katik Band Council Meeting Agenda of January 9th, 2024, with amendments).

Motion Carried Unanimously.

5. Review and Adopt Previous Minutes:

December 19th, 2023:

Motion #2

Moved by Councillor Rufus Copage, seconded by Councillor Thomas J. Howe, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of December 19th, 2023, with additions to Motion #14).

Motion Carried Unanimously.

6. Consultation Department:

6.1 Introduction and Update: The consultation team gave an overview of their respective areas of expertise and active case files within the department. Currently there are open files with DFO, NS Power, Tidal Energy, and the Tilt Cove Drilling Exploration Project. The team is actively working on sorting and responding to the backlog of consultation files and noted significant challenges with the Province of Nova Scotia failing to recognize the SGI Protocol and causing difficulties with access to information.

Councillor Lena Knockwood arrived at 11:00 AM.

6.2 Department Needs: The team is requesting a communications officer on staff, and to form a Community Advisory Committee as soon as possible.

The consultation team departed at 11:34 AM.

Motion #3

Moved by Councillor Justin W. Johnson, seconded by Councillor Doreen Knockwood, (to enter into an agreement with the Province of Nova Scotia to cost share the salary of Consultation Archeologist [redacted]).

Motion Carried Unanimously.

Motion #4

Moved by Councillor De-Anne Sack, seconded by Councillor Justin W. Johnson, (to hire [redacted] as Consultation Manager, with a 12-month contract to be renewed annually based on performance and funding availability, subject to reaching agreeable terms and conditions).

Motion Carried Unanimously.

Motion #5

Moved by Councillor Timothy Nevin, seconded by Councillor Thomas J. Howe, (to hire [redacted] as Consultation Biologist, with a 12-month contract to be renewed annually based on performance and funding availability, subject to reaching agreeable terms and conditions).

Motion Carried Unanimously.

Motion #6

Councillor Rufus Copage, seconded by Councillor Doreen Knockwood, (to hire [redacted] as Consultation Marine Biologist, with a 12-month contract to be renewed annually based on performance and funding availability, subject to reaching agreeable terms and conditions).

Motion Carried Unanimously.

Council agreed by consensus to create and post a Communications Officer position for the Consultation department.

6.3 Snide's Lake Addition to Reserve Band Council Resolution was circulated for signatures.

6.4 Senior's Christmas Survey results were circulated for information.

6.5 Temporary Homeless Shelter:

- There are issues securing funding for the shelter as most funding sources for homeless and displaced persons are only for women and children.
- The province will not issue funding as they state it falls under Indigenous Services Canada.
- All staff and volunteers have submitted criminal records checks and signed liability waivers.
- Female shelter volunteers will work in pairs.
- An office space was offered for the POSSE/Care Closet program to partner on this. They will be providing training to volunteers as well.
- IT has been contacted to install cameras and a panic button.

7. Director of Administration Report:

7.1 Nova Scotia Health Authority (NSHA)/Mass Casualty Commission: NSHA is overseeing Mass Casualty Commission Recommendations. The Director of Administration has been attending their meetings and is requesting Council members to attend the next one. There are concerns with the Band only being consulted on one recommendation (C.13) when there are several others that are applicable to First Nations.

7.2 Grad Trip Funding Request: There are 8 Sipekne'katik youth graduating from Hants East Rural High and attending a grad trip to Italy. They are requesting \$1000.00 from the Band to help fund the trip. Council discussed creating a new incentive program for Grade 12 graduates through the prevention program, where 20% of the incentive can be issued early for grad trips and/or fees.

Motion #7

Moved by Councillor Timothy Nevin, seconded by Councillor Lena Knockwood, (to purchase a \$100,000.00 GIC to cover the liability for the new primary prevention initiative for grade 12 graduates [Stay in School Incentive Program]).

Motion Carried Unanimously.

Motion #8

Moved by Councillor Lena Knockwood, seconded by Councillor Timothy Nevin, (to start a Stay in School Incentive Program using Primary Prevention funding, to provide a \$5000.00 incentive to grade 12 students upon graduation or confirmation of graduation, with the amount subject to change annually based on funding availability).

Motion Carried Unanimously.

For The Record: This program is being created with new funding that was first received in 2023.

7.3 IT Department:

The Director of Administration recommends setting the IT Specialist salary at \$60,000.00.

Council agreed by consensus to set the IT Specialist salary at \$60,000.00.

7.4 Salary Review and Contract Renewals:

- Salary grids will be posted on job advertisements once the salary review is complete.
- Annual contracts will now be renewed based on performance and funding availability.
- Starting salaries for new hires will be placed on grids considering years of experience.

Moved In-Camera at 2:07 PM.

Moved Out of In-Camera at 2:30 PM.

8. Director of Operations Report:

8.1 Eastward Energy Memorandum of Understanding: Tabled.

8.2 Neeka Health Memorandum of Understanding: Tabled.

8.3 9458816 CANADA INC (Cannabis) Memorandum of Understanding: Tabled.

8.4 Harpoon (Internet Gaming) Memorandum of Understanding: Tabled.

Moved In-Camera at 2:34 PM.

Moved Out of In-Camera at 2:40 PM.

8.5 Outstanding Land Claims: Discussed options for outstanding land claims. The Director of Operations will arrange for CMM to present to council on this topic.

9. Financial Advisory Committee:

Some members of the Financial Advisory Committee will be removed, and new ones added to revamp the Committee structure. Members present discussed issues with the current auditor stalling the audit and recommend terminating their contract to appoint a new auditor that can complete the audit in a timely manner.

Motion #9

Moved by Councillor De-Anne Sack, seconded by Councillor Doreen Knockwood, (that due to ongoing delays, lack of communication, and stalling of the 2021-2022 audit by Deloitte, causing missed financial opportunities for Sipekne'katik, the Band will terminate the current contract and file a formal complaint against them).

Motion Carried Unanimously.

Motion #10

Moved by Councillor Thomas J. Howe, seconded by Councillor Doreen Knockwood, (to appoint Andrew Lenehan as the auditor for the 2021-2022 audit, subject to reaching agreeable terms and conditions).

Motion Carried Unanimously.

Motion #11

Moved by Councillor Timothy Nevin, seconded by Councillor Thomas J. Howe, (to remove Councillor Eldon Paul as an authorized cheque signer).

Motion Carried Unanimously.

Motion #12

Moved by Councillor Rufus Copage, seconded by Councillor Doreen Knockwood, (to remove Councillor Lena Knockwood, Councillor Keith Julian, and Councillor Brooke Willis from the

Financial Advisory Committee; and to appoint Councillor Eldon Paul to the Financial Advisory Committee).

Motion Carried Unanimously.

10. Interim Executive Finance Officer Report:

Presented by the Director of Operations.

10.1 Indigenous Services Canada (ISC) Amendment #120:

Motion #13

Moved by Councillor Timothy Nevin, seconded by Councillor Thomas J. Howe, (to approve ISC Amendment #120 for \$223,672.13 for the Social Department under service delivery).

Motion Carried Unanimously.

Motion #14

Moved by Councillor Rufus Copage, seconded by Councillor Eldon Paul, (to amend the 2023-2024 budget to include ISC Amendment #120 for \$223,672.13 for the Social Department under service delivery).

Motion Carried Unanimously.

10.2 ISC Amendment #123:

Motion #15

Moved by Councillor De-Anne Sack, seconded by Councillor Rufus Copage, (to approve ISC Amendment #123 for \$112,691.50 for the Skills Link Program, and \$494,645.00 for the Residential School Department, for a combined total of \$607,336.50).

Motion Carried Unanimously.

Motion #16

Moved by Councillor De-Anne Sack, seconded by Councillor Timothy Nevin, (to amend the 2023-2024 budget to include ISC Amendment #123 for \$112,691.50 for the Skills Link Program, and \$494,645.00 for the Residential School Department, for a combined total of \$607,336.50).

Motion Carried Unanimously.

10.3 ISC Notice of Budget Adjustment #0046:

Total adjustment of \$475,969.00 for various departments.

Motion #17

Moved by Councillor Eldon Paul, seconded by Councillor Thomas J. Howe, (to amend the 2023-2024 budget to include ISC Notice of Budget Adjustment #0046 in the amount of \$475,969.00 for the 2023-2024 fiscal year for the appropriate departments).

Motion Carried Unanimously.

10.4 ISC Notice of Budget Adjustment #0047:

Motion #18

Moved by Councillor Lena Knockwood, seconded by Councillor Rufus Copage, (to amend the 2023-2024 budget to include the ISC Notice of Budget Adjustment #0047 in the amount of \$8,036.82 for the 2023-2024 fiscal year for the Beautification Program).

Motion Carried Unanimously.

10.5 McInnes Cooper Invoice:

Motion #19

Moved by Councillor Lena Knockwood, seconded by Councillor Thomas J. Howe, (to approve the invoice from McInnes Cooper for the independent review of the termination of employment of the previous Executive Finance Officer, [redacted], for \$23,284.26).

Motion Carried Unanimously.

10.6 Water Plant Generator Project:

Invoice is for the parts and installation of a water vaporizer.

Motion #20

Moved by Councillor Thomas J. Howe, seconded by Councillor Lena Knockwood, (to approve the invoice for the water plant generator vaporizer in the amount of \$32,311.37 from Irving).

Motion Carried Unanimously.

10.7 CMHC Mortgage Renewals:

Mortgage #19-042-787-003 for [redacted], [redacted], [redacted], and [redacted].

Motion #21

Moved by Councillor Thomas J. Howe, seconded by Councillor Eldon Paul, (to approve the renewal of CMHC Mortgage #19-042-787-003 for a 5-year term, with a remaining balance of \$48,353.93).

Motion Carried Unanimously.

Mortgage #19-042-787-004 for [redacted], [redacted], and [redacted].

Motion #22

Moved by Councillor Timothy Nevin, seconded by Councillor Rufus Copage, (to approve the renewal of CMHC mortgage #19-042-787-004 for a 5-year term, with a remaining balance of \$66,960.99).

Motion Carried Unanimously.

11. Human Resource Committee Recommendations:

11.1 K4 Manager: The job title should be changed to the Director of Early Childhood Education.

Council agreed by consensus to change the K4 Manager position title to the Director of Early Childhood Education.

11.2 Human Resource Manager Competition: The candidates screened in for interviews have salary expectations of \$75-100K (industry average is \$90K), the current salary grid for this position does not reach this range. Council direction is to stick to the current grid and advise candidates that rates may change after the upcoming salary review.

12. Housing:

12.1 Modus: This company specializes in modular homes and would like to partner with Sipekne'katik on multiple projects. They have expressed interest in the rapid housing initiative, promising a timeline of completing 1 house per day; they have offered to complete the 16

foundations for \$41,000.00 each; and they expressed interest in the demolition and construction of a new gas bar with an express Tim Hortons, promising a timeline with completion by the end of June 2024.

Motion #23

Moved by Councillor Lena Knockwood, seconded by Councillor Cheryl Gehue, (to hire Modus to complete sixteen foundations for the cost of \$41,000 per foundation, upon reaching agreeable terms and conditions).

Motion Carried Unanimously.

12.2 Wagner Forrest: This company offered to grub areas of Wallace Hills effected by the 2023 wildfires, Exit 10, and the proposed emergency exits in the community at no cost. They will pay stumpage to the Band on any harvestable lumber.

Councillor Doreen Knockwood departed at 4:12 PM.

12.3 Housing Lots: Discussed potential areas for new housing lots including Tower Road, Burma Road, Meadow Road, Robinson Road, and Sesame Street.

13. Adjournment:

Motion #24

Moved by Councillor De-Anne Sack, seconded by Councillor Timothy Nevin, (to adjourn the meeting at 4:40 PM).

Motion Carried Unanimously.

X

Chief Michelle Glasgow

X

Mallory Wilcox
Minute Taker