



**Duly Convened Sipekne'katik Band Council Meeting Minutes**  
**Tuesday, December 19<sup>th</sup>, 2023**  
**Council Chambers**  
**10:00 AM**

**1. Call to Order:** The meeting was called to order by Chief Michelle Glasgow at 10:54 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 Timothy Nevin  
Councillor Eldon Paul  
Councillor De-Anne Sack

**Absent:**

Councillor Gerry Augustine  
Councillor Keith Julian (Excused)  
Councillor Lena Knockwood

**Quorum: 8**

Councillor Doreen Knockwood (11:04 AM) **Q/9**

Councillor Brooke Willis (1:48 PM) **Q/10**

**Staff:**

Brian Dorey, Director of Operations  
Stuart Knockwood, Director of Administration  
Mallory Wilcox, Minute Taker  
Jenna Howe, Minute Taker

**4. Adoption of Agenda:**

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**Motion #1**

Moved by Councillor De-Anne Sack, seconded by Councillor Rufus Copage, (to accept the Duly Convened Sipekne'katik Band Council Meeting Agenda of December 19<sup>th</sup>, 2023, with changes, moving Council Discussions to item #7).

**Motion Carried Unanimously.**

**5. Review and Adopt Previous Minutes:**

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**5.1 September 5<sup>th</sup>, 2023:**

**Motion #2**

Moved by Councillor Rufus Copage, seconded by Councillor De-Anne Sack, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of September 5<sup>th</sup>, 2023, with corrections to attendance and Motion #8).

**Motion Carried Unanimously.**

5.2 September 12<sup>th</sup>, 2023:

**Motion #3**

Moved by Councillor Thomas J. Howe, seconded by Councillor Timothy Nevin, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of September 12<sup>th</sup>, 2023, as presented).

**Motion Carried Unanimously.**

5.3 September 14<sup>th</sup>, 2023:

**Motion #4**

Moved by Councillor Thomas J. Howe, seconded by Councillor Timothy Nevin, (to approve the Special Sipekne'katik Band Council Meeting Minutes of September 14<sup>th</sup>, 2023, as presented).

**Motion Carried Unanimously.**

5.4 September 26<sup>th</sup>, 2023:

**Motion #5**

Moved by Councillor De-Anne Sack, seconded by Councillor Eldon Paul, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of September 26<sup>th</sup>, 2023, as presented).

**Those in Favour: 8 Against: 0 Abstained: 1**

**Motion Carried.**

5.5 October 3<sup>rd</sup>, 2023:

**Motion #6**

Moved by Councillor Timothy Nevin, seconded by Councillor Thomas J. Howe, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of October 3<sup>rd</sup>, 2023, as presented).

**Motion Carried Unanimously.**

5.6 October 10<sup>th</sup>, 2023:

**Motion #7**

Moved by Councillor Rufus Copage, seconded by Councillor Eldon Paul, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of October 10<sup>th</sup>, 2023, as presented).

**Motion Carried Unanimously.**

5.7 November 7<sup>th</sup>, 2023:

**Motion #8**

Moved by Councillor Justin W. Johnson, seconded by Councillor De-Anne Sack, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of November 7<sup>th</sup>, 2023, with corrections to attendance and to add Tidal Bore monthly reports to the action items list).

**Motion Carried Unanimously.**

5.8 November 10<sup>th</sup>, 2023:

**Motion #9**

Moved by Councillor Eldon Paul, seconded by Councillor De-Anne Sack, (to approve the Duly Convened Sipekne'katik Band Council Meeting Minutes of November 10<sup>th</sup>, 2023 [Continuation of November 7<sup>th</sup>, 2023], as presented).

**Motion Carried Unanimously.**

5.9 November 24<sup>th</sup>, 2023:

**Motion #10**

Moved by Councillor Rufus Copage, seconded by Councillor Thomas J. Howe, (to approve the Special Sipekne'katik Band Council Meeting Minutes of November 24<sup>th</sup>, 2023).

**Motion Carried Unanimously.**

**6. Financial Advisory Committee:**

**Motion #11**

Moved by Councillor Rufus Copage, seconded by Councillor Thomas J. Howe, (to approve the Financial Advisory Committee Minutes of November 1<sup>st</sup>, 2023, as presented).

**Motion Carried Unanimously.**

6.1 Committee Structure: Tabled.

6.2 Tidal Bore: Council requests the Director of Finance to send completed financial statements to Council at the end of each month.

**Motion #12**

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to remove Councillor De-Anne Sack from the Financial Advisory Committee).

**Motion Carried Unanimously.**

**Motion #13**

Moved by Councillor Thomas J. Howe, seconded by Councillor Justin W. Johnson, (to add Councillors Cheryl Gehue and De-Anne Sack as authorized signers).

**Motion Carried Unanimously.**

**7. Council Discussions:**

7.1 Power Outages due to Storms:

Discussed issues with some Band Members not receiving relief funding after extended power outages from weather incidents.

**Moved In-Camera at 11:42 AM.**

**Moved Out of In-Camera at 11:54 AM.**

**Motion #14**

Moved by Councillor De-Anne Sack, seconded by Councillor Timothy Nevin, (to provide the same emergency response funding to all eligible Band Members in the event of extended power outages due to storms, adhering to ISC timelines [eligibility will require a signed declaration of address]).

**Motion Carried Unanimously.**

7.2 Tuition Request, [redacted]: Tuition is not covered under the Education program; travel funding is provided, and Native Council provides additional funding.

**8. Director of Administration Report:**

8.1 Provincial Roads: Arranged to have the roads assessed in January. Advised the Provincial government that they can apply for EMAP funding to repair these roads.

8.2 Roof Repairs: ISC was on site yesterday to do inspections for damaged roofs. The estimated total for repairs is \$3,895,000.

8.3 Flood Risks: New infrastructure of water and sewer is required, and the road at the meadows needs to be raised to mitigate flood risk.

8.4 IT Department Update:

- Cameras have been installed in the daycare and parents have access.
- Would like to have all 3 technician positions be the same, rather than 1 designated for LSK.
- Recommending offering the currently posted position to [redacted] and interviewing current applicants for a third position.
- Working on livestreaming setup for Council Chambers.

**Council agreed by consensus for all 3 IT technician positions to be the same.**

**Motion #15**

Moved by Councillor Eldon Paul, seconded by Councillor De-Anne Sack, (to offer [redacted] the full-time position of IT Specialist as currently advertised, subject to reaching agreeable terms and conditions).

**Motion Carried Unanimously.**

8.5 Membership Request: [Redacted].

**Motion #16**

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to accept BCR 2023-2024-022, approving the membership transfer of [redacted] to Sipekne'katik).

**Motion Carried Unanimously.**

8.6 Consultant Request – Gap Analysis:

Aiming to have a consultant assess each department.

**Motion #17**

Moved by Councillor Eldon Paul, seconded by Councillor Rufus Copage, (to approve the Director of Administration and Director of Operations authority to seek out appropriate consultants to do a review of each band department).

**Motion Carried Unanimously.**

8.7 Treaty Truckhouse: Planning to bring in products from other Indigenous artists/entrepreneurs as well as set up a gift shop at Tidal Bore.

8.8 Temporary Homeless Shelter:

- 10 cots and sleeping bags have been purchased.
- Night security has been arranged and they will submit nightly shift reports.

- Clients will sign waivers upon sign-in.
- Signage stating rules of the shelter will be ordered and posted in various locations throughout as soon as possible.

**Motion #18**

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to install cameras in the new temporary homeless shelter immediately).

**Motion Carried Unanimously.**

8.9 Emergency Management Funding Updates:

- \$1.5 million was approved for the July flood incidents.
- Hurricane Lee: \$694,339.14 pending.
- HP Fire: \$334,016.00 pending (other costs will be accrued – homes replaced).

8.10 Mi’kmaw Family and Childrens Services (MFCS)/ Indigenous Services Canada (ISC):

- ISC is requesting an MOU between Sipekne’katik and MSFC to agree to services.
- Discussed funding for “less intrusive means.”

8.11 Legal Aid: The Director of Administration met with Legal Aid, and they are receptive to providing services in the community. Next step is getting support from Ian Bower (NS Gov).

**Moved In-Camera at 1:25 PM**

**Moved Out of In-Camera at 1:30 PM.**

8.12 Social Department:

**Moved In-Camera at 1:33 PM.**

Chief Glasgow was excused at 1:34 PM.

Councillor Brooke Willis arrived at 1:48 PM.

Chief Glasgow returned at 2:00 PM.

**Moved Out of In-Camera at 2:00 PM.**

**9. Director of Operations Report:**

9.1 Streetlights: NS Power will be installing streetlights on December 28<sup>th</sup>. Councillor Cheryl Gehue will be the point of contact for community members to send locations that require new lights.

9.2 Robotics Funding: Halifax Port Authority/PIER can potentially donate \$85-90K for Robotics programming.

9.3 [Redacted] Eviction Appeal:

**Moved In-Camera at 2:12 PM.**

**Moved Out of In-Camera at 2:34 PM.**

**Council agreed by consensus to uphold the eviction of [redacted] from [redacted].**

**Motion #19**

Moved by Councillor Justin W. Johnson, seconded by Councillor Eldon Paul, (to allot [redacted] to [redacted] as a temporary placement).  
**Motion Carried Unanimously.**

9.4 Human Resources Update:

**Moved In-Camera at 2:37 PM.**

**Moved Out of In-Camera at 2:54 PM.**

**Motion #20**

Moved by Councillor Thomas J. Howe, seconded by Councillor Justin W. Johnson, (to submit the investigation and formal complaint against [redacted] to the Chartered Professional Accountants Association).

**Motion Carried Unanimously.**

9.5 Clearwater:

Councillor Cheryl Gehue was excused due to conflict at 2:55 PM.

Councillor Timothy Nevin departed at 3:00 PM.

**Motion #21**

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to approve the Irrevocable Direction to Pay Agreement between the Clearwater First Nation Coalition communities for refinancing sub debt).

**Motion Carried Unanimously.**

Councillor Cheryl Gehue returned at 3:20 PM.

9.6 Naming of Snide's Lake Addition to Reserve (ATR):

The name will be kept as Snide's Lake for the time being to expedite the ATR process. Once complete, there will be a community vote on what to rename the reserve land.

9.7 Memorandums of Understanding: Tabled.

9.8 FMB Certification: A strategic planning workshop is scheduled for January 16<sup>th</sup>-19<sup>th</sup> at Tidal Bore for all Council and Directors.

Councillor Timothy Nevin returned at 3:44 PM.

**Moved In-Camera at 3:49 PM.**

**Moved Out of In-Camera at 3:57 PM.**

**10. Interim Executive Finance Officer Report:**

Presented by the Director of Operations.

10.1 Financial Advisory Committee Vice Chair: Tabled.

10.2 Indigenous Services Canada (ISC) Amendment #117:

**Motion #22**

Moved by Councillor Timothy Nevin, seconded by Councillor Brooke Willis, (to approve ISC Agreement #1920-AT-000024, Amendment #0317 in the amount of \$53,621.04 for the Housing Department under capacity development).

**Motion Carried Unanimously.**

**Motion #23**

Moved by Councillor Eldon Paul, seconded by Councillor Cheryl Gehue, (to amend the 2023-2024 budget to include ISC Agreement #1920-AT-000024, Amendment #0317 in the amount of \$53,621.04 for the Housing Department under capacity development).

**Motion Carried Unanimously.**

10.3 ISC Amendment #118:

**Motion #24**

Moved by Councillor De-Anne Sack, seconded by Councillor Brooke Willis, (to approve ISC Amendment #118 in the amount of \$698.00 for lands management annually until the end of the 10-Year Grant in 2029).

**Motion Carried Unanimously.**

**Motion #25**

Moved by Councillor Cheryl Gehue, seconded by Councillor Rufus Copage, (to amend the 2023-2024 budget to include ISC Amendment #118 for \$698.00 for lands management).

**Motion Carried Unanimously.**

10.4 Hammonds Plains Trailer Relocation:

**Motion #26**

Moved by Councillor Justin W. Johnson, seconded by Councillor De-Anne Sack, (to approve the invoice from RCS Construction to relocate and reconfigure the Hammonds Plains Trailers for \$28,343.34).

**Motion Carried Unanimously.**

10.5 Rapid Housing Appliances:

**Motion #27**

Moved by Councillor Rufus Copage, seconded by Councillor Thomas J. Howe, (to approve the purchase of appliances for rapid housing units from The Home Depot for \$38,051.80, subject to reaching agreeable terms and conditions).

**Motion Carried Unanimously.**

10.6 59 Meadow Foundations:

**Motion #28**

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to approve the quote for foundation work at 59 Meadow for \$19,235.50 from Bird Stairs).

**Motion Carried Unanimously.**

10.7 Staff Christmas Gift Cards:

**Motion #29**

Moved by Councillor De-Anne Sack, seconded by Councillor Timothy Nevin, (to approve the purchase of gift cards for staff appreciation at Christmas from Gift Card Warehouse for \$35,526.15).

**Motion Carried Unanimously.**

10.8 Nakatohkew Consulting:

Nakatohkew Consulting receives 5% admin fees for completed Emergency Management claims. There are 4 claims that have been submitted to ISC to date (Hurricane Lee, HP Fires, Hurricane Fiona, and July Floods).

**Motion #30**

Moved by Councillor Eldon Paul, seconded by Councillor Justin W. Johnson, (to approve the fees for 4 emergency management claims submitted to ISC and prepared by Nakatohkew Consulting, totaling \$156,523.97, to be paid upon receiving funds from ISC).

**Motion Carried Unanimously.**

10.9 Deloitte Invoice:

Deloitte is invoicing for additional hours totaling \$28,689.05. To date the Band has paid them \$62,755.50 for Wallace Hills and 2 CMHC Audits; the original master agreement for these projects is \$49,400.00. Chief Glasgow will meet with Deloitte as soon as possible to discuss expectations moving forward.

**Motion #31**

Moved by Councillor Thomas J. Howe, seconded by Councillor Timothy Nevin, (to approve the invoice from Deloitte for \$28,689.05, for work carried out up to September 19<sup>th</sup>, 2023).

**Motion Carried Unanimously.**

10.10 Driver Education Program:

Marshall Law Driving Academy has offered to host a drivers education course in community for ages 16-19. The cost per participant is \$790, and there is a significant amount of interest from students. The program will be fully funded through Education surplus.

**Motion #32**

Moved by Councillor Brooke Willis, seconded by Councillor Timothy Nevin, (to approve the Drivers Education Program in community through Marshall Law Driving Academy for 50 students, totaling \$39,500.00).

**Motion Carried Unanimously.**

10.11 Winter Storm Disbursement, December 11<sup>th</sup>, 2023:

**Motion #33**

Moved by Councillor Justin W. Johnson, seconded by Councillor Brooke Willis, (to approve the reimbursable disbursement from ISC for the December 11<sup>th</sup>, 2023, winter storm in the amounts of \$350 for every Band member over the age of 18, and an additional \$350 for each head of household, due to a power outage exceeding 24 hours).

**Motion Carried Unanimously.**

10.12 Christmas Bonus 2023:

**Motion #34**



Moved by Councillor Thomas J. Howe, seconded by Councillor Eldon Paul, (to redeem the Christmas Bonus GIC in the amount of \$375,000.00 for the December 2023 Christmas disbursement).

**Motion Carried Unanimously.**

10.13 Fisheries Monitors:

**Motion #35**

Moved by Councillor Justin W. Johnson, seconded by Councillor Thomas J. Howe, (to approve transferring \$255,717.85 from the Treaty Fishery account to the Administration account to be used to offset expenses for monitors on the wharf for Treaty fishing in 2022-2023).

**Motion Carried Unanimously.**

10.14 Travel Costs:

**Moved In-Camera at 5:10 PM.**

**Moved Out of In-Camera at 5:23 PM.**

Moving forward, all Council members must confirm travel plans and accommodation with the Council Executive Assistant prior to travel.

**Motion #36**

Moved by Councillor Timothy Nevin, seconded by Councillor Cheryl Gehue, (that effective January 1<sup>st</sup>, 2024, Council travel rates will be set at \$150 per day to cover meals, this amount is not inclusive of milage, incidentals, internet fees, parking fees, or taxis, and must be issued within 24-hours advance of travel with notification of payment to be sent immediately. Reimbursement for additional costs [milage, incidentals, internet fees, parking fees, or taxis] must be issued within 5 days of claim submission).

**Motion Carried Unanimously.**

**11. Adjournment:**

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**Motion #37**

Moved by Councillor De-Anne Sack, seconded by Councillor Eldon Paul, (to adjourn the meeting at 5:33 PM).

**Motion Carried Unanimously.**