



GENERAL CHIEF AND COUNCIL MEETING  
SEPTEMBER 14, 2021

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Minutes of the Millbrook First Nation (MFN) General Chief and Council (Council) Meeting held September 14, 2021, at the Millbrook Community Hall, 72 Church Road, Millbrook, Nova Scotia, at 9:00 a.m.

**CHIEF AND COUNCIL**

**PRESENT:**

*Chief Robert Gloade*

*Councillor Colin Bernard*

*Councillor Natasha Bernard*

*Councillor Alex Cope*

*Councillor Carley Gloade*

*Councillor Peter Gloade*

*Councillor Gordon Johnson*

*Councillor Ward Markie*

*Councillor Lisa Marshall*

*Councillor Stephen Marshall*

*Councillor Barry Martin*

*Councillor James Stevens*

**REGRETS**

*Councillor Leana Kennedy*

**STAFF:**

*Claire Marshall, Executive Director*

*Nigel Gloade, Communications Officer*

*Jonathan Lowe, Commercial Fisheries Director (Item 2.3)*

*Shelly Martin, In-House Legal Counsel*

*Sara Riley, Director of Millbrook Early Education Centre (Item 2.2)*

*Art Stevens, Director of Educational Services (Item 2.2)*

**RECORDING SECRETARY**

*Jessica Haji Mohamad, Administrative Assistant*

**GUESTS**

*Jennifer Cox, Mass Casualty Commission (Item 2.1)*

*Nichole Elizabeth, Mass Casualty Commission (Item 2.1)*

*Sidney Patton, Mass Casualty Commission (Item 2.1)*

*Community member (Item 2.4)*

*Community member (Item 2.4)*

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**1. PRELIMINARY MATTERS**

**1.1. Call to Order**

Chief Robert Gloade called the meeting to order at 9:17 a.m.

**1.2. Adoption of the Agenda**

*Related Information: Agenda for the September 14, 2021, MFN General Chief and Council Meeting.*

Comments on the agenda: A councillor requested that for future meetings to add the time to each agenda item.

**Consensus Decision:** The agenda for the September 14, 2021, Millbrook First Nation General Chief and Council meeting was approved. **1.3. Adoption of Previous Minutes**

*Related Information:*

- *Draft Minutes of the July 13, 2021, MFN Regular Chief and Council Meeting*
- *Draft Minutes of the August 3, 2021, MFN Regular Chief and Council Meeting.*

**It was MOVED (Councillor Peter Gloade) and SECONDED (Councillor Stephen Marshall)**

**2 absent- (Councillor Barry Martin and Councillor Colin Bernard)**

That the Millbrook First Nation Chief and Council approves the minutes of the July 13, 2021, General Chief and Council meetings, as presented.

**CARRIED**

**It was MOVED (Councillor Carley Gloade) and SECONDED (Councillor James Stevens)**

**2 absent- (Councillor Barry Martin and Councillor Colin Bernard)**

That the Millbrook First Nation Chief and Council approves the minutes of the August 3, 2021, General Chief and Council meetings, as presented.

**CARRIED**

#### **1.4. Business Arising from Previous Minutes**

Discussion ensued on:

- Zenabis Global Inc. update - Economic Development Officer stated that the \$5M investment into Zenabis was before his time as Director of Commercial Operations. However, he reported that Zenabis was sold to HEXO Corp. for \$235M. Millbrook's shares were converted to HEXO Under the terms of the Arrangement, each former Zenabis shareholder is now entitled to receive 0.01772 of a common shares in the capital of HEXO. The stock now trades as HEXO on the TSX. There was no loss in value of the shares at the time of conversion, however they have significantly dropped since the initial investment was made in 2018.
- The Chief suggested that the Chief and Council meet with HEXO Corp. to see if there is any possibility of the stock bouncing back.

## **2. DELEGATIONS**

### **2.1. Mass Casualty Commission**

Jennifer Cox and Sidney Patton, Mass Casualty Commission, joined the meeting.

Ms. Cox led the review of a presentation titled "Mass Casualty Commission" and highlighted:

- The Mass Casualty Commission is an independent public inquiry created to examine the April 18-19, 2020, mass casualty in Nova Scotia and to provide recommendations to help protect Canadians in the future.
- It is independent of government and the RCMP.
- Pursuant to both Federal and Provincial Legislation.
- Indigenous communities would be considered a group that may have been differentially impacted by the mass casualty in April 2020.

- We need people to come forward to speak to us about what happened that day and any information about the perpetrator.
- The Commission is an opportunity for the Millbrook Chief & Council to speak about their issues with the RCMP and about the systemic issues behind the shooting such as domestic violence issues and issues related to guns and firearms.
- What was the impact on your community? For example, the Millbrook RCMP detachment lost several members because of the shooting.
- What they will offer and consider: RCMP Documents, informing people, “why did it happen”, what are the circumstances behind the perpetrator.
- The Commission will follow trauma informed practices and respect the matters in the Community.

Discussion ensued on:

- When will it be concluded? – Ms. Cox responded that expected concluded date would be Nov 2022.
- Will there be support for Community members if they decide to reach out to you? Ms. Cox responded with, that they provide a Mental Health team.
- Open house at Legend’s – information session on Tuesday, Sept 28<sup>th</sup>, 2021, at 1-3pm.

Ms. Cox and Ms. Patton departed the meeting.

## **2.2. Millbrook Early Education Centre (MEEC) Policy Change**

*Related Information: Presentation titled “Millbrook Early Education Centre”.*

Director of MEEC and Director of Educational Services, joined the meeting.

Director of Educational Services and Director of MEEC led the review of a presentation titled “Millbrook Early Education Centre” provided with the agenda material and highlighted:

- Introduction of the new Director of MEEC.
- Director of MEEC led a power point presentation that outlined the following:
- MEEC is re-establishing language and how to integrate it more, looking into courses for staff.
- Instead of a standard “day off” for staff, they are looking into changing professional development days into a day for time management and adding personal skill development courses.
- Parent council group – an opportunity to reconnect with community.
- Director of MEEC is working on a supportive system for employees.
- MEEC has established a safe room for children to self-regulate.
- After School program - 13 children registered.
- Bus times were changed.
- MEEC expansion plans were discussed

Policy Change Request:

- Currently the Millbrook Early Education Centre (MEEC) Preschool 3 (P3) policy states that children need to be toilet trained to transition from daycare to P3. The reality is that there are children in the school/community who are otherwise ready cognitively to enter P3; however, they are not yet toilet trained likely due to developmental/physical conditions.
- MEEC recommends changing the wording of this policy to identify children who fall under these circumstances. The policy should not state simply that a child cannot enter preschool 3 if not toilet trained but to incorporate more discretion and ensure that families understand what is required.

Discussion ensued on:

- It was recommended to ask Band Member if they would like to teach part-time with culture and language.
- A councillor asked, “will there be people to support with toilet training?”. Director of MEEC responded that they do not want children to feel excluded because they are delayed in that area. A proper diagnosis can be done to state that the child is up to date in all other areas and may have a minor delay with toilet-training, which can be worked on by the parents over the summer leading into the school year. Support will be provided.
- A councillor asked about the waiting list. Director of MEEC responded that there is a small waiting list mainly of children that are not yet of the age to attend.
- A councillor asked about the professional development retreat that was discussed before COVID. Director of Educational Services responded that they are considering it however Director of MEEC is actively working with the staff on ideas for wellness and professional development.
- A councillor advised the education and administration staff that a Smart Board for MEEC had previously been approved.

**It was MOVED (Councillor Lisa Marshall) and SECONDED (Councillor Alex Cope)**

That the policy requirement of children being toilet trained before enrolling from daycare to P3 be subject to exceptions as laid out by staff and reviewed on a case-by-case basis.

**CARRIED UNANIMOUSLY**

Director of MEEC and Director of Educational Services departed the meeting.

A band member requested a serviced lot on 20 Sage Court to build a house for his personal and primary residence. He is not requesting a subsidy, just the lot.

**It was MOVED (Councillor Natasha Bernard) and SECONDED (Councillor Carley Gloade)**

that the serviced lot on 20 Sage Court be given to the band member.

**1 Absent - Councillor Barry Martin and 1 Councillor James Stevens stepped out due to conflict of interest.**

### 2.3. Community and Neighbourhood Safety Concerns

Community members joined the meeting.

Community members led a presentation referring to themselves as concerned community members. They highlighted the following:

- Expressed concerns on the safety and well-being of their children living in Millbrook.
- They brought up the trauma and criminal activity in their neighbourhood has created over many years.
- They have witnessed daily inappropriate behaviours in the neighbourhood.
- Children are experiencing trauma by witnessing the activities in the neighbourhood.

Discussion ensued on:

- Members of the Chief and Council relayed that they are taking the complaints seriously and have put some actions in place to start to address the concerns. The community members creating the safety concerns in the community have mental health and addictions issues and they also need support.
- The community members brought up several homes where inappropriate activity is taking place.
- One of the community members raised that no one from the Chief & Council came to visit community members on the street in question to check on their well-being after the fatal incident that occurred.
- The Chief mentioned that Millbrook has expanded its security team and is also installing additional security cameras in various strategic locations in response to the recent incidents.

The community members departed the meeting.

### 2.4. Food, Social and Ceremonial (FSC) Multispecies Management Plan and General Fisheries Update

Commercial Fisheries Director joined the meeting.

Commercial Fisheries Director provided update on commercial fisheries activities over the past month highlighting the following:

- He overviewed a proposal from Aqua Production Systems titled “Working Agreement for Design and Supply, of Live Lobster holding tank - Water treatment equipment for MFN in Sheet Harbour, NS”. Councillors generally commented that the third option in the proposal with the back-up generator was preferable.
- Lobster Buying and Holding at Sheet Harbour Facility – General renovations have continued at the building in preparation for reopening.
- Held a community “Meet and Greet” in Sheet Harbour – Provided members with future plans for the wharf - 25 people showed up.
- Millbrook staff member has been working once or twice a week at the wharf in her regular

- job, and she has been very helpful in monitoring and coordinating the renovations.
- Have met with Ulnooweg a few times to ensure our work in Sheet Harbour remains in alignment with funding processes.
  - Many Fishing Licence contracts were not formalized or signed off last year due to a variety of reasons. Discussions with Millbrook's solicitor on developing a more efficient and streamlined system for contracts (e.g. create templates).
  - Held a few meetings with companies and other First Nations to explore Lobster Buyer/Business and Partnership Opportunities to maximize Millbrook's fishing revenue, return to fishers and overall community benefit.
  - Food, Social and Ceremonial (FSC) – Millbrook Fisheries will be meeting with CMM on to discuss FSC Documentation sent from DFO. DFO would like to consult on the harvesting plans.

Discussion ensued on:

- With respect to the proposal, a councillor noted that she would like to see jobs and training offered to community members.
- A councillor also noted that community support is essential for success of the wharf development.
- A councillor noted that the option in the proposal with the emergency power was preferable as the wharf facility could also be used as a warming station for community members if required.
- Several councillors stated their opposition to entering consultation discussions with DFO on the FSC harvest plans.
- The Chief and Council would like more community engagement on the FSC Multispecies Harvest Plan.

**It was MOVED (Councillor Lisa Marshall) and SECONDED (Councillor James Stevens)**  
**1 Absent Councillor Barry Martin**

That the Executive Director work with the Band Solicitor to start the Addition to Reserve process for the Wharf using the expedited process allowable under the 1919 Land Claim.

**CARRIED UNANIMOUSLY**

Commercial Fisheries Director departed the meeting.

## **2.5. RCMP Monthly Update**

Cpl. Natasha Jamieson, RCMP, Millbrook detachment, joined the meeting. Cpl. Jamieson provided an update on RCMP activities over the past month highlighting the following:

- There has been an increase in call volume of serious crimes in the last couple of months.
- No update on the homicide in the community.

- On the pro-active side, school is back in session and we're focusing on bus safety.
- A councillor suggested bike patrol as a friendly way to engage the community.
- Suggestion for RCMP to have a presence on the street where there are issues in the community.
- There was a suggestion to work together (Council and RCMP) for a request for additional resources (i.e., community workers) as the community is growing.
- Council expressed concern that community members say they have been reporting issues with no follow up or results. The RCMP responded that the calls are mostly anonymous and lacking enough details for concerns to be passed on to the street crime unit.
- Cpl Jamieson said there is a lot of traffic in the community.
- RCMP can provide Millbrook the numbers for hiring an additional member because funding is based on call volume and crime severity index.

### 3. POLICY DISCUSSION/DECISIONS

#### 3.1. Millbrook Community Safety

*Related information: Letters from community members*

**It was MOVED to ban Alexander Sandy Borden from MFN, Sheet Harbour, Cole Harbour, and Beaver Dam by way of a Band Council Resolution (BCR).**

3 Absent-Councillor Barry Martin, Councillor Colin Bernard, and Councillor Stephen Marshall

**CARRIED BY CONSENSUS OF THOSE PRESENT**

**It was MOVED (Councillor Carley Gloade) and SECONDED (Councillor Colin Bernard)**

That Rondell Gero to be banned from MFN, Sheet Harbour, Cole Harbour and Beaver Dam by way of a Band Council Resolution (BCR).

**CARRIED UNANIMOUSLY**

**It was MOVED (Councillor James Stevens) and SECONDED (Councillor Lisa Marshall)**

That Ericka Marie Lafford be banned from MFN, Sheet Harbour, Cole Harbour and Beaver Dam by way of a Band Council Resolution (BCR).

**CARRIED UNANIMOUSLY**

Discussion ensued on:

- Add to Housing Policy that if someone violates the rule, of inviting a person that is banned from MFN into their home then they are in risk of losing their band owned home.
- Because Chief and Council are aware of the events taking place in the home, they may now be liable as landlords.

- The Chief and Council reviewed and discussed solutions on some homes with safety concerns in the community.

### 3.2. Sheet Harbour – Band Member’s Off-Reserve Land Pricing Details

*Related information: Email correspondence re “member’s Land Sheet Harbour”.*

- Chief and Council discussed the opportunity to purchase this member’s personal property that is connected to MFN’s current reserve land which would expand Millbrook’s footprint.
- Director of Commercial Operations shared where the property is by using Google Earth

### 3.3. Housing and Repair Requests

*Related information:*

- *Email correspondence re band members house repair list*

The Chief referenced the letters provided with the agenda material and noted:

- Forward all letters to the Housing Director for follow up.

Discussion ensued on:

- The three applicants interested in the Beaver Dam off-reserve house for rent.
- A band members house, that burned down was insured (subject to check) and it was approved to rebuild the house.
- Council instructed the Housing team to outsource building contractors, if necessary, to catch up on the building/major renovations required in Sheet Harbour/Beaver Dam.
- For one of the housing applicants, a creative solution proposed is to re-purpose the Albert Howe Centre and add an extension and include a fence in the front yard.
- The band solicitor will check on all CPs for Sheet Harbour.

**It was MOVED (Councillor James Stevens) and SECONDED (Councillor Colin Bernard)**

That Millbrook First Nation purchase Band Members house and CP property.

**CARRIED UNANIMOUSLY**

### 3.4. Certificate of Possession (CP) Policy

Millbrook’s solicitor discussed considerations for the Chief and Council for a fair and transparent process for allotting CPs.

- The Pros and con’s of granting CPs was outlined and a one-page information sheet was distributed.
- CPs are the closest thing to ownership of land on reserve and granting them reduces costs of maintenance and repair on the band because CP holders are responsible for their own repairs. However, issuing CP’s takes away from the band’s housing stock and the band loses flexibility on housing options



### 3.5. Sports Funding Review

- The Executive Director compiled the numbers relating to the sports equipment funds for band members 18 years and under, registered in the sport that the equipment is for.
- The Executive Director reported back to the Chief and Council that there is enough funding through the tobacco store proceeds to increase the sports equipment amount if they wished to do so.

**It was MOVED (Councillor Alex Cope) and SECONDED (Councillor Lisa Marshall)**

That as of April 1<sup>st</sup>, 2021, children 18 years of age and under are eligible for sports equipment funding of \$500.00 per year.

**CARRIED UNANIMOUSLY**

### 3.6. Abenaki Road Repairs

*Related information: Letter from the Physical Activity Strategic Coordinator re "Abenaki Road Repairs (Train Tracks)" dated July 27, 2021.*

- The Chief and Council approved the request to proceed with discussions with the Town of Truro, in coordination with PDI engineer, Oliver Browning to discuss the trail development project.

### 3.7. Phase 5 Office Opening and COVID-19 Vaccine Policy

Executive Director (ED) and Health Director reported:

- Nova Scotia's re-opening steps.
- Masking will still be in place at the Health Centre.
- The proof of vaccine policy will come into effect on October 4<sup>th</sup>.
- Nova Scotia's northern region is possibly reverting to phase 3 due to recent spike in cases.
- The Health Centre will not prevent or deny service to unvaccinated people.
- Locked-door policy until the end of September.
- The proof of vaccine cards will move to a QR Code eventually.
- Employee's who are unwell, must stay home and watch for symptoms.
- If anyone has COVID symptoms, staff will see those patients at the end of the day, to minimize risk.

### 3.8. Community Requests

*Related information: Document titled Mi'kmaq Ryder Cup 2021*

**It was MOVED (Councillor Natasha Bernard) and SECONDED by (Councillor Lisa Marshall)**

That the Millbrook members participating in the Mi'kmaq Ryder Cup Golf Tournament receive a sponsorship of \$400.00 per member to compete in the tournament.

*Chief Robert Gloade departed the meeting and Councillor James Stevens took over chairing the meeting.*

*Tobacco Quota Request:*

A band member requested that MFN issue them a tobacco quota. The request was discussed and denied because there is no available quota to issue and if there was, it would be issued through a competitive process. A quorum of councillors was present for this discussion (Councillors Alex Cope, Gordon Johnson, Barry Martin, Peter Gloade, Natasha Bernard, Colin Bernard, Chief Robert Gloade). Councillors Stephen Marshall, Lisa Marshall, Carley Gloade and James Stevens stepped out of the room recusing themselves due to conflict of interest.

*Chief Robert Gloade resumed chairing the meeting.*

Councillor Lisa Marshall submitted several community requests including:

- Shubenacadie has free internet for the whole reserve, and she would like to look into the costs for Millbrook, Sheet harbour/ Beaver Dam and surrounding off-reserve areas.
- Alternative medicine – suggest including medical marijuana under alternative medicine.
- Purchase Apple Air tags for off reserve/on reserve children.
- Councillor Lisa Marshall also submitted several individual housing repair requests on behalf of community members several of which had been addressed prior to the meeting date.

*Transferring a Millbrook owned home to a band members name:*

A band member previously had a home listed under their name and temporarily left to deal with a family matter. The house was then transferred to the band member's adult child. The band member has now returned to the home and would like the house listed under their name again.

Council agreed to this request subject to written consent from the band member's adult child.

#### **4. REPORTS**

##### **4.1. Executive Director's Report**

The Executive Director referenced the staff reports provided in the material however her report was deferred to the in-camera portion as the audit team and external financial advisor had arrived at the meeting to discuss the financial report and the remaining executive director report mostly dealt with staffing matters.

##### **4.2. Financial Report – Greg Mosher, Joanne McRae, MNP**

- Applied for the maximum of \$1M from ISC to recover COVID losses from Millbrook's Own Source Revenue.

- The 2020 audited financial statements will be ready as early as next month and 2021 will soon follow.
- Software update (Sage intact):
  - Testing and implementation and Executive Director meeting Friday to discuss roll out.
  - January 1<sup>st</sup> to go live. Testing and training will need to be done.
- Mr. Mosher, MNP in the office 3 days a week to support financial management.
- Executive Director has discussed using a headhunting firm called Leaders International to replace the CFO as finding CFOs are challenging for First Nations across the country.
- Signatories - Councillor Ward Markie has been added.
- It was discussed to look at the feasibility of purchasing the Wallace Development – Mr. Mosher will get the package for the Council to look at.
- The concern is if Millbrook is planning to develop Shannon Park, then it may be over committing itself in other areas.

Discussion ensued on:

- CFO Search – Council instructed the Executive Director to proceed with the recommended head-hunting firm.
- Council instructed Mr. Mosher to investigate leaving the Credit Union and only deal with the Royal Bank.

#### 5. **IN-CAMERA SESSION**

The meeting recessed to an in-camera session.  
Succession planning and staffing updates.

#### 6. **CONCLUSION**

**It was MOVED (Councillor Barry Martin) and SECONDED (Councillor Stephen Marshall)**  
That the September 14, 2021, Millbrook First Nation Chief and Council General Meeting be adjourned

**CARRIED UNANIMOUSLY**  
*Time: 6:00 p.m.*

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