



**GENERAL CHIEF AND COUNCIL MEETING MINUTES
October 12, 2022 (9:00 a.m. – 3:00 p.m.)**

CHIEF AND COUNCIL

Chief Robert Gloade
Councillor Natasha Bernard
Councillor Anissa Blackmore
Councillor Alex Cope
Councillor Carley Gloade
Councillor Garrett Gloade
Councillor Chris Googoo

Councillor Zachary Julian
Councillor Ward Markie
Councillor Lisa Marshall
Councillor Stephen Marshall
Councillor Dana Sylliboy – left at 12:00pm
Councillor James Stevens – arrived at 11:28am

STAFF

Claire Marshall, Executive Director
Barry Martin, Social Development Administrator
Shelly Martin, In-House Legal Counsel – Absent
Suzanne Penney, Administrative Assistant to Chief and Council and Recording Secretary
Margaret Phillips, Social Development Clerk

DELEGATES

Sgt. William Collier, RCMP
Cpl. Natasha Jamieson, RCMP
Amanda Peters, Manager Capacity
Development, FMB

Ta'n Etli-tpi'tmk (MSGA) Team
Brian Abuthrnot
Matilda (Tillie) Googoo SDA, Co-Lead Negotiator
Cori Julian, Senior Administrative Secretary
James Michael Co-Lead Negotiator
Dale Sylliboy Executive Director

1. PRELIMINARY MATTERS

1.1 Call to Order

1.2 Adoption of the Agenda: The agenda of Chief and Council General Meeting of October 12, 2022, was approved as circulated.

It was MOVED by Councillor Ward Markie and SECONDED by Councillor Zachary Julian,
That the agenda for the October 12, 2022, Chief and Council Meeting be adopted as circulated.

CARRIED

1.3 Adoption of Previous Minutes: The previous minutes of the Chief and Council General Meeting dated September 13, 2022, were reviewed and approved as circulated.

It was MOVED by Councillor Garrett Gloade and SECONDED by Councillor Ward Markie,

That the minutes of the September 13, 2022 Chief and Council General Meeting be approved as circulated.

CARRIED

1.4 Business Arising/New Business:

a) Human Resource Memo (written as a result of Councillor motion)

b) All Chiefs Assembly: November 7-8, 2022 in Dartmouth, NS (New Chief and Council meeting rescheduled to November 1, 2022). All Councillors are invited to attend on Monday, November 7, 2022, and Chief invited for both days of the conference. Councillors are to advise Administrative Assistant if they are planning to attend.

c) Ta'n Etli-tpi'tmk (MSGA): Update regarding the new Mi'kmaq Social Development Governance Policy. Ta'n Etli-tpi'tmk (MSGA) team members were in attendance to provide the update. MFN were staff also in attendance for this agenda item. All visiting members introduced themselves and materials were provided upon arrival. Highlights of the presentation noted:

- This is the first time there is a new Mi'kmaq Social Assistance (SA) program to replace the outdated system; it is an exciting direction work is done towards self-government.
- In the new Mi'kmaw based programming there will be resourcing to help with case management and Millbrook will have more support for SA. The focus is on advancing the files with more communication with clients on a prospective end date for being on SA. If everything goes well, after April 1, 2024, is when SA will increase.
- SDA will be approached regarding commitment for additional staff.
- Indigenous Services Canada (ISC) slowing down the process for change.
- This team would like to come back to provide an update and continue the discussion.

Discussion ensued and the following comments were offered:

- The number of individuals on SA fluctuates from month to month.
- The federal government has an amount; the projected cost is between \$90-\$100 million.
- The comparison of the different amounts and all other details will be included in the report, which will be complete on December 15, 2022.
- Current Rates:
 - \$128.10 per week is the single rate
 - \$184.50 per week is the family rate
- Even with an adjustment to these rates, the hope is that there will be more funding for training, work on the processes, and for the staff who will have to support the new program.
- Projected Rates:
 - \$185.00 per week to provide every day needs of life, this is unmanageable as this never allows for the healthiest meal choices
 - \$224.00 per week single people with children
- On average 70-80 people per week visit food banks.

The team was thanked for attending and left the meeting.

2. DELEGATIONS

2.1 RCMP UPDATE: RCMP arrived at 11:00 am. No handouts were provided due to reduced staff.

Discussion ensued on the following:

a) Fraud File: The investigation is moving ahead. Individuals who are part of the investigation are still being contacted and documentation is still being located.

b) Break in: A home was broken into and everyone has been removed from the house. There is currently an investigation regarding one individual. One person keeps going back and says they were invited and taking advantage of the resident. The investigation is ongoing.

c) Speed signs: Question arose about speed signs and a Councillor has investigated the pricing aspect which is initially around \$7,000.00. Research will continue on this item.

IN CAMERA: Discussion ensued regarding an altercation in another community.

d) Sgt. Collier has been promoted to Staff Sgt. for the Indigenous Policing in Headquarters. Sgt. Collier will stay in the area until December 31, 2022. A replacement has not been named yet, but it is hoped that a replacement will be found internally and that Chief and Council will be able to choose which representative they would like to have for the community.

General discussion regarding policing:

- Questions were posed regarding an increase of homeless people in the area, some not from this community. Since COVID, there has been an influx within the community. If transients are seen or are being a bother, it was suggested to call the RCMP.
- An update was provided regarding the return to work of two RCMP employees, noting they will begin to integrate back into the force and the community.

The RCMP left the meeting

2.2 COMMUNITY LETTERS/REQUESTS/DISCUSSIONS

a) Letter: Inquiry regarding the Treaty Enterprise Grant holdback.

Discussion ensued:

- There was a suggestion to only provide half of the summer grant to the individual. There was a consensus with this, recognizing it will be kept at half until the individual has completed payment on the large amount owing. Suggestion to let community members know who has outstanding debts and start using their grants to pay back portions.
- Bylaw was in the residence the previous week and observed dog feces and more damage than before. There are concerns about the risks to the animals and there should be an order for no pets. Also, there was a suggestion to see what help the individual can access via the Health Centre to find support and to begin to do mandatory house checks. It was agreed to have the Housing Department to do regular house checks and have the Health Centre reach out to the individual.

It was MOVED by Councillor Ward Markie and SECONDED by Lisa Marshall,

That half of the Treaty Enterprise grant cheque be provided and the other half be paid toward the outstanding amount owed.

CARRIED

b) Letter: Request for cigarette quota. Administrative Assistant to search for any old cigarette quota discussions and look at the policy.

c) Letter: Request for Bedroom on first floor. Letter forwarded to the Director of Housing.

3. POLICY DISCUSSION/DECISIONS

3.1 Discussion on Conflict of Interest:

A representative of FMB provided a slide show on Conflict of Interest. This presentation will be circulated to Council members. There are different kinds of conflict: actual, potential, and perceived.

Discussion ensued and the following highlights were noted:

- What is a private interest? This is looked at as a personal view of a situation
- Defining conflict of interest when dealing with Council issues-normally self-policing
- Leads to Council having to 'call it out' if they feel there is a conflict of interest
- The main key for resolving issues around conflict within Council would be having solid policies and very clear definitions in place.

Council is made up of community members who have been voted onto Council with the primary role being to make decisions for the betterment of the entire community. All Councillors are held to a level of trust and respect from the community and from one another. This is set in the Code of Conduct that all members of Council have to uphold.

The fiduciary duty to follow the Code of Conduct, the need to understand it, deal with it, and have it followed. Acknowledgment and acceptance of the role that the community has given Council members needs to always be clear and concise. Once a Council member is elected there is the Conflict-of-Interest Disclosure form that should be signed and updated each year that the Councillor sits on the Council.

Further discussion ensued regarding issues when the Code of Conduct is not followed or if there are breaches of confidentiality. It was suggested that a consultation with a legal representative would assist in sorting out a clear and concise path of action. The discussion also touched on the levels of penalties and consequences that should be/will be put in place when protocols are not followed.

Currently, there is Conflict of Interest Policy with Human Resources for staff and there is also one included in the Chief and Council Code of Conduct, as they have a different level of responsibility. There is currently no content regarding 'whistle blowers' included in the Code of Conduct. A template will be provided for inclusion in Millbrook First Nation's policies. The term 'whistle blower' is established to protect any individual that reports on wrong doings without personal fallout towards them.

Conflict of Interest Presentation is one of the best in the series and the one that is requested most regularly for First Nations and organizations.

The FMB representative departed the meeting.

3.2 Rink Discussion: Councillor requested that once the updates and the feasibility study are completed, a motion be discussed regarding the possibility of a community owned arena/rink.

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Discussion ensued with the following points noted:

- Potential cost would be between \$22-\$27 million (to be confirmed once the feasibility study is complete)
- Community consultation was suggested
- Marketing plan will need to be created
- Industry analysis and impact market study on the community
- Projected yearly cost to run the facility might be \$700,000.00 to \$1 million
- Businesses would be giving back into it
- Could be expanded to include gala/concert venue, which would bring more people to the community.

This topic came up in 1990 when they talked about a community centre. It was discussed that this would be a complete facility (fitness, concert, rink, arena, and a walking path) and could incorporate many things and activities. Councillor to put together a business plan.

Suggestion was offered to do a quick online survey for the community – before the business plan goes through any further avenues – to have the feedback of the community members. Agreement by consensus to contact the community with online survey, mail surveys, and a door-to-door in-person option. This will be used to ensure that as much community input can be gathered as possible. Consultation Project Officer will be getting this up and going once the survey is created. Proposed location would be the Power Centre.

From this conversation came the revisiting of the building of the ball fields. New concern was raised that both projects could not be completed due to cost factors. If the feedback from community members is to say “no”, several Council members stated that they will not support moving forward with the rink project. With a possible \$22 million cost for construction and a projected \$500,00.00 loss every year, this item is now tabled until the community feedback is in and reviewed.

Researching information about students in the community that excel in or if they would be accepted to elite sport programs but cannot afford to go. A suggestion to investigate what they are offering and the possibility to begin a partnership with US prep schools. The tuition is about \$70,000.00 per year but this type of school has different programs available to assist in funding from Vermont to Boston – all sports and arts are offered. Council was asked if they would like further investigation to continue in order to bring back more detailed information. At this point there are 176 schools on board and are very interested in partnering. Councillor will connect with the Education Director.

It was MOVED by Councillor Carley Gloade and SECONDED by Councillor Lisa Marshall,

That Chief and Council support the building of a rink in Millbrook.

TABLED

This motion was tabled until more research and community engagement could take place.

3.3 Youth Moose Hunt Update:

- Unfortunately, they did not harvest a moose
- Kids did see moose while there
- A lot of fun for them to experience
- Once the bills are calculated it appears that this year may be the lowest cost yet.

3.4 Council Discussion:

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- **Chief and Council Meet and Greet:** This is going to be set up to visit satellite communities. Chief will be sending out future dates for these visits. Councillor asked about hiring a representative from the satellite reserves as a point of contact person.
- **Staffing Inquires:** Discussion regarding the EMO Committee ensued and questions regarding the pay rate or stipend for sitting on that Committee. Council wants to know how the individuals are selected.

Promotions came up in discussion regarding staff. Councillor has concerns over how people are promoted and questioned whether staff were receiving fair and equal treatment.

- **Hurricane Fiona Follow Up:** Director of Housing and EMO lead will be contacted regarding pulling together an update from the fallout of the hurricane and how things are developing with repairs, etc.
- Councillor opened discussion on **Broadcasting Council Meetings to the Public.** It was suggested that this be tabled until the executive director and band solicitor can review this and provide direction.

4. COMMUNITY LETTERS/REQUESTS/CORRESPONDENCE: Nothing to review/report

5. REPORTS

5.1 Executive Director Review of Department Reports: Chief and Council reviewed the reports.

Human Resources

- Community support navigator has been hired
- Human Resources welcomed a new staff member

Tobacco:

- Regarding the low sales and overstock of tobacco in most of the retail outlets in Millbrook, it was suggested for the interim, to do away with the quota and let community members and other vendors come in and buy the tobacco without strict limits
- A temporary solution would give time to work on a BCR for the policy
- Update from the Tobacco Store is that the overall condition is no better, Council proposed lifting the quota temporarily, which would allow individual Band members to have the ability to purchase five cartons (1,000 grams) per day, which is increased from five cartons (1,000 grams) per month
- An increase for non-Millbrook, but status members from other communities, to have their purchase amount increased to five cartons (1,000 grams) per month was also decided.

It was MOVED by Councillor Garrett Gloade and SECONDED by Councillor Chris Googoo,

That tobacco quotas for individual Band members be lifted allowing them to buy five cartons (1,000 grams) per day. This would have a cut-off date in December 2022.

CARRIED

It was MOVED by Councillor Zachary Julian and SECONDED by Councillor Chris Googoo,

That non-Band members, with status from another community, be allowed to purchase five cartons (1,000 grams) per month. This would have a cut-off date in December 2022.

CARRIED

It was requested that the community be informed of Chief and Council's decision regarding tobacco quota right away. In general discussion of tobacco, the following highlights were noted:

- Pricing of the product is set by the Province and if there is going to be a change, notification is provided
- This may aid in eliminating the overstock and help vendors and other individuals purchase more
- Discussion started about own source revenue and where the funding comes from – this will be tabled to a future meeting.

Health Centre Report:

- Staffing concerns.

OHSO Report:

- Reference to a compliance officer job (clarification has been requested by Council).

Housing Report:

- Discussion regarding generators for the community
- Some power still not currently on (Abenaki Road)
- Community member's home needs to have the electrical looked into.

6. FINANCE

6.1 CFO: Financial Report

- Discussion regarding a shift in the pay period so staff are paid once they complete the work week; currently they get paid on the Wednesday before the end of the week that they are paid for; changing so that they are paid on Tuesday after the period that they work
- Recommendation to let staff know as soon as possible so they can adjust accordingly.

It was MOVED by Councillor James Stevenson and SECONDED by Councillor Lisa Marshall,

That staff be notified of Council approved pay period change.

CARRIED

(10 in favour, 1 conflict, 1 abstention)

7. IN-CAMERA SESSION

8. CONCLUSION: Meeting Adjourned 3:00 p.m.

9. NEXT MEETING: Next General Chief and Council Meeting will be on Tuesday, November 1, 2022

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LIST OF MOTIONS FROM OCTOBER 12, 2022, GENERAL CHIEF AND COUNCIL MEETING

Agenda Item 1.2

It was MOVED and SECONDED,

That the agenda for the October 12, 2022, Chief and Council Meeting be adopted as circulated.

CARRIED

Agenda Item 1.3

It was MOVED and SECONDED,

That the minutes of the September 13, 2022 Chief and Council General Meeting be approved as circulated.

CARRIED

Agenda Item 2.2 a)

It was MOVED and SECONDED,

That half of the Treaty Enterprise grant cheque be provided and the other half be paid toward the outstanding amount owed.

CARRIED

Agenda Item 3.2

It was MOVED and SECONDED,

That Chief and Council support the building of a rink in Millbrook.

MOTION TABLED

This motion was tabled until more research and community engagement could take place.

Agenda Item 5.1

It was MOVED and SECONDED,

That tobacco quotas for individual band members be lifted allowing them to buy five cartons (1,000 grams) per day. This would have a cut-off date in December 2022.

CARRIED

Agenda Item 5.1

It was MOVED and SECONDED,

That non-band members, with status from another community, be allowed to purchase five cartons (1,000 grams) per month. This would have a cut-off date in December 2022.

CARRIED

Agenda Item 6

It was MOVED and SECONDED,

That staff be notified of Council approved pay period change.

CARRIED

(10 in favour, 1 conflict, 1 abstention)