

NOTICE TO 'NAMGIS MEMBERSHIP

As per section 12 of the 'Namgis First Nation Governance Manual re: Council Discipline, the 'Namgis Chief & Council gives notice to membership of the following information that occurred upon receipt and investigation of allegations of misconduct by the former elected Chief Councillor Victor Isaac, specifically a breach of confidentiality and pressure exerted on staff and other Council members to provide confidential information regarding the complaints against him.

Investigation of the complaints resulted in a June 30, 2025 finding by Council that they should be upheld. The Council passed the following motion by consensus. It should be noted that Victor Isaac denied that he breached confidentiality or at least claimed that confidentiality had already been breached by other persons and he was simply repeating it, or that such a breach did not amount to misconduct, and said that he did not pressure staff or other Council members.

In regards to the conduct of the elected Chief Councillor, Victor Isaac, Council passed a Resolution agreeing to a one (1) month suspension from Council without pay, no Council travel for 3 months unless authorized at a duly convened Council meeting, with the understanding that any direct invitation is to be declined and forwarded to Administration, a letter of reprimand with the list of infractions to be added to his file, a public apology be required, the removal of signing authority for the remainder of his term, the return of 'Namgis assets and no office attendance for the duration of the suspension unless otherwise requested by 'Namgis Administration.

Upon further examination of the Governance Manual, which came into force on March 18, 2020, it was determined the above decision was premature as the Governance Manual provides that penalties can only be imposed after a complaints and conflict resolution process has been engaged in and the issues have, or have not, been resolved. As a result, Council and the former Chief Councillor sought to engage in a mediation process. Efforts to arrange the mediation did not result in a mediation process being undertaken prior to the Chief Councillor's election in May. As the required process was not completed, the Council could not notify members until the mediation was conducted.

Following the Chief Councillors election in May the former Chief Councillor appealed the election result based on questions raised by members regarding the rumoured complaint. The independent Appeal Committee reviewed the appeal letter and denied the appeal, upholding the election result.

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Following the finding by the Appeal Committee the former Chief Councillor indicated that he wished to put an end to his continuing to appeal the election results and requested that the one-month suspended honorarium be paid to him.

Upon further discussion, the Council determined that continuation of the investigation and mediation, with the possibility of further legal action, would be costly and contrary to their fiduciary duty to manage the funds of the Nation in a prudent manner.

The Council accepted the proposal of former Chief Victor Isaac on the following conditions: a membership notice regarding the complaint and the events that followed was to be issued, a signed waiver and release of any further legal action by the former Chief Councillor, and repayment of any outstanding travel overpayments are to be deducted from the one-month honorarium.

The Council directed the Governance Committee to review the process and suggest improvements, including possible amendments to the Governance Manual.

The Council is committed to transparency and timely investigation of future complaints to ensure due process is followed and to uphold the requirements under the Governance Manual.

As a result of this process, 'Nāmgis First Nation has learnt and now fully understands the proper processes to be undertaken under the current Governance Manual and Council has committed to undertaking a review, and possibly make amendments, in order to ensure that everyone, whether they be staff or Council members are accorded due process and fair treatment and are dealt with in a respectful manner, while recognizing that confidentiality is paramount to ensure all policies align, and to ensure good governance practice. During this extensive process period, the nation acknowledges the significant Internal challenges faced during the time, and the election process which also caused delays, including the election and the appeal of the election results from Victor Isaac which was deemed by the Appeal Committee to be invalid and the Election results were upheld.

The 'Nāmgis First Nation Council acknowledges the challenges relating to the delay of this notice being provided to the membership which resulted from its misinterpretation of the due process required under the Governance Policy, and the delays in finding a mediator and will take corrective measures in the future.