



'Namgis Council Minutes February 18, 2026

Council: Victor Isaac (Chair), Verna Ambers, Irene Speck, Ivy Peers, Ernest Alfred, Molly Willie, Don Speck

Zoom: Jessica Barudin

Staff: Kelly Speck (Non-voting Council member), Hazel Cook (Assistant Administrator)

Called to Order 5:15pm

Agenda Approval	2026-Feb-18 (01): ERNEST ALFRED/MOLLY WILLIE Council approve the agenda for February 18 2026, with additions. Carried
Minutes Approval	2026-Feb-18 (02): ERNEST ALFRED/IRENE SPECK Council approve the minutes from February 4, 2026 as presented. Carried
Business Arising: Portfolios	Review needed of portfolio assignment policy; concerns about workload distribution, particularly Health portfolio. Recreation lacks its own budget aside from staffing; governance committee to discuss. Need for Governance Committee to resume regular meetings.
AGM Preparation Delegate: Megan Whonnock (5:36pm)	Council and AGM Facilitator discuss planning steps for the upcoming AGM Strategic plan work continues and will be part of AGM transparency. Acknowledge the vacancies and staffing challenges. Discussion on managing challenging questions and need for reminders about confidentiality regarding personnel matters that may come up. Council discuss appointing a Sergeant at Arms for the meeting. Council agree to arrive 30 minutes early to do a final review
FAC recommendations: Delegate: Kapil Sithambaram (6:19pm)	Kelly introduces the acting comptroller to new council members and explains that in the past, the comptroller would join the Council meetings to present the recommendations from the Finance & Audit Committee to Council.
Cyber Clan Annual service contract	2026-Feb-18(03): VERNA AMBERS/MOLLY WILLIE Council authorize Administration to sign the contract with Cyberclan in the amount of \$34,917.80 Carried
DFO-CEDP	2026-Feb-18(04): MOLLY WILLIE/DON SPECK Council authorize Administration to sign the DFO-CEDP funding for operating the hatchery for this fiscal year, 25/26, in the amount of \$360,600 and next fiscal, 26/27, in the amount of \$321,940.00 Carried
Harold Engineering	2026-Feb-18(05): ERNEST ALFRED/IVY PEERS Council authorize Administration to sign the contract with Herold Engineering for Seismic Project Identification Report (SPIR) for the classroom block at T'lisalagilakw School in the amount of \$72,000.00 Carried
New Bank Accounts	2026-Feb-18(06): IRENE SPECK/ERNEST ALFRED Council authorize Administration to authorize setting up 3 accounts for General, Revolving, June Sports, and close older accounts as required by VanCity. Carried Kapil reviews the budgets with Council

Midyear Budgets *Don excused 6:44pm 5 year Budget *Don rejoins 7:16pm	2026-Feb-18(07): IVY PEERS/MOLLY WILLIE Council accept the 2025 -2026 mid-year budgets Carried Kapil reviews the 5 year budget. Council discuss the projected deficit of the Gas Station and the need for an analysis. 2026-Feb-18(08): IVY PEERS/ERNEST ALFRED Council approve the 5-year budget roll-up for 2025-2030, for submission to ISC. Carried
Finance Update *Kapil departs 7:35pm	Council review the Update handout from Kapil. Interim audit successful; financial reporting now 1–2 months behind instead of 7. Quarterly reporting to begin in April 2026. Request for Council assistance to ensure NBDC meets audit timelines. NBDC has committed to transitioning to a December year-end.
In-Camera	2026-Feb-18(09): ERNEST ALFRED/MOLLY WILLIE Council move into In-Camera Session. Carried 2026-Feb-18(10): ERNEST ALFRED/IVY PEERS Council move out of In-Camera Session. Carried
Election Appeal Committee Appointment	2026-Feb-18(11): IRENE SPECK/DON SPECK Council approve to appoint Lyle McNish, Connie Larson and Tammy Payne to the 2026 Election Appeal Committee and authorize Administration to sign the official appointment notice. Carried
Simultaneous election	Administration explains to Council the concerns raised after a comment from the past council meeting regarding the potential for candidates running in both elections, and the request from the Electoral Officer for direction in the event that someone running for both seats wins both elections. Council discuss that they will proceed with the election as is, and that in the event of a nominee winning both, a Special Council meeting will be called to address the issue at that time
NVIATS BCR	2026-Feb-18(12): MOLLY WILLIE Council approve signing the BCR in support of the NVIATS training application for two (2) courses in the amount of \$16,000.00, for a five(5) day Computer Course, and a five (5) day Self Defense course. Carried
2026 Census	2026-Feb-18(13): MOLLY WILLIE/VERNA AMBERS Council (approve/decline) permission to Statistics Canada to enter the community for participation of the 2026 Census. Consensus
Ocean Legacy Contract: Email Poll	2026-Feb-18(14): IRENE SPECK/ERNEST ALFRED Council authorize Administration to sign the Ocean Legacy Contract of a max value of \$30,000.00, for the purpose of removing 5 derelict vessels from the shoreline. Carried
Alert Bay 360 Donation Request	TABLED
Proposed 2026 sea lice project	2026-Feb-18(15): ERNEST ALFRED/IRENE SPECK Council support the proposed DFO permit application for the proposed project for sea lice sampling in 'Namgis territory between June – September 2026. Carried
Senior Administrator Functions	Council review the recommendation from Acting Comptroller Kapil regarding the Acting Role for Senior Administrator and the need for clarification for Kellys duties.

	Kelly explains that HR and Finance signing authority will be excluded and informs Council of the increased workload on Hazel who is conducting all Senior Administrator operational duties such as HR signing, Financial signing and that all staff currently reports to her. Kelly informs Council that there is a recommendation for compensation to be reviewed by Kapil. Council discuss reporting this information at AGM to address public questions that may arise. 2026-Feb-18(16): VERNA AMBERS/ERNEST ALFRED Council approve the recommendation below, and to provide membership with a copy at the AGM: “During the period of recruitment Council has asked councillor Kelly Speck to accept a temporary appointment as “Interim Senior Administrator.” To comply with our Financial Law and policies, the following clarifies the steps undertaken to define the scope, term and protections to respect the roles of council and administration. The term of this appointment is 3 months, starting on January 19, 2026. At the conclusion of this period a review will occur on the need for an extension and the appointment may be terminated by council decision if deemed no longer necessary. The role of “Interim Senior Administrative” will be to provide strategic and operational advice to the Assistant Administrator and directors as well as providing reports to Council on upcoming priorities. She will not perform operational responsibilities, such as exercising approvals related to human resources and financial transactions. Staff will continue to report to the Assistant Administrator during the vacancy of the Senior Administrator. As these responsibilities will be carried out by the Assistant Administrator, acting pay will be put in place for the period of recruitment. Kelly will be on an approved “modified leave” from most of her Council responsibilities, but continuing her responsibilities related to her portfolios of Health and Forestry & Lands. She will continue to advise council on matters related to her portfolios but as noted below, she will not vote on any related council decisions. Her responsibility as a financial signer on the nation’s accounts will be suspended during the term of this assignment. She will attend Council meetings in her role as “Interim Senior Administrator” and will not vote on any Council decisions during this period of modified leave. She will not be compensated for these additional responsibilities except to continue receiving her regular council honorariums.” Carried
DFO Salmon Aquaculture Transition Plan Funding Agreement	2026-Feb-18(17): VERNA AMBERS/MOLLY WILLIE Council authorize Administration to sign the Aquaculture Transition Plan Funding Agreement between ‘Namgis and Fisheries and Oceans Canada, in the amount of \$25,000. Passed
Meetings: March Council meeting	Council review the request from Administration to hold only one meeting in March, and change the meeting from the evening to a daytime meeting. This request is due to scheduling conflicts, staffing shortages and projected meeting schedule. Council Consensus
Meetings: FNPCI (Ivy)	2026-Feb-18(18): VERNA AMBERS/ERNEST ALFRED Council approve Ivy Peers attendance at the FNPCI HR-Governance meeting held virtually on February 11, 2026. Carried

Meetings: Pata'yi Primary Care (Ivy)	2026-Feb-18(19): Verna Ambers/Molly Willie Council approve Ivy Peers to attend the Pata'yi Primary Care virtual meeting on February 26, 2026. Carried
Meetings: Kwakwaka'wakw Regionalized Dinner Dialogue (Ivy)	2026-Feb-18(20): Verna Ambers/Ernest Alfred Council approve Ivy Peers to attend the Kwakwaka'wakw Regionalized Dinner Dialogue, held on March 17, 2026, in Campbell River Carried
Meetings: Kwakwaka'wakw Sub Regional Caucus (Ivy)	2026-Feb-18(21): Ernest Alfred/Molly Willie Council approve Ivy Peers to attend the Kwakwaka'wakw Sub Regional Caucus, held on March 18, 2026, in Campbell River Carried
Meetings: Pacific Salmon Treaty Regional Workshop (Verna/Ivy)	2026-Feb-18(22): Molly Willie/Ernest Alfred Council approve Victor Isaac, Verna Ambers & Ivy Peers to attend the Pacific Salmon Treaty Regional Workshop, held on March 23, 2026, in Campbell River or virtually. Carried
Meetings: FNEC (Irene)	2026-Feb-18(23): Ernest Alfred/Verna Ambers Council approve for Irene Speck to attend the FNEC meeting. Carried
Information: Health Board & Housing Committee Honorarium	Hazel provides Council explains the process for committee honorariums.

Adjourned 10:08 pm



Signature



Date