

'Namgis First Nation Council Meeting
May 7, 2025 9:30am Learning Centre

Council: Victor Isaac; Irene Speck; Robert Mountain; Jessica Barudin; Ivy Peers; Molly Willie; Brian Wadhams
Regrets: Kelly Speck; Ernest Alfred;
Staff: Interim Senior Administrator Denise Carpenter; Interim Assistant Administrator Naomi Bob
 Council Executive Assistant Gina Wadhams

9:49am	Prayer – Jessica Barudin
Budget/Finance	Budget and Finance Committee Recommendations will be rescheduled.
Agenda Approval	2025-May-07 (01): JESSICA BARUDIN/IRENE SPECK Agenda approved with the following additions: Language Revitalization; Dave Towers (Land Code); May 12 IRS Meeting (Peers); Meeting Policy. CARRIED
Council Meeting	Reschedule May 21, 2025 <i>Executive Assistant to send email to Council to reschedule May 21, 2025 Council meeting. Council will be in a Forum Facilitation meeting in Campbell River on this date.</i>
Forum	<i>Request for confirmation Forum time on the 15th of May, 2025. Send to Council.</i>
Renewal Homes Project	Requesting to secure Council support for a Letter of Intent (LOI) with Renewal Development – an eager and highly motivated partner – to deliver two phases of below-market rental homes by salvaging and retrofitting existing dwellings, leveraging innovative financing and internal surpluses. 2025-May-07 (02): IVY PEERS/IRENE SPECK That we authorize the Senior Administrator to sign a Letter of Intent with Renewal Development for the potential retrofit delivery of 67 homes – Phase 1 (37 units, including condemned homes under homeowner agreements) and Phase II (30 units) – and to allocate identified surpluses for preliminary and site work, with final great-funded budgets to be reviewed by the Finance & Audit Committee. CARRIED
Maya'anł Elders	Maya'anł Elders Group is requesting funds to attend the Elders' Conference in Campbell River. Funds will be used for registration, ferry, gas and hotel costs. 2025-May-07 (03): MOLLY WILLIE/BRIAN WADHAMS That Council approves the donation from Administration to a maximum of \$5,000 to assist the Maya'anł Elders Group, with the remaining balance requested from the Kwagis Community Benefit Funds, for the Elders to attend the Elders Conference, May 13-14, 2025 in Campbell River, to be paid to the Maya'anł Elders' Group Treasurer Dixon Taylor. CARRIED
Management Agreement	TABLED – Council and NBDC Board of Directors are meeting on May 12, 2025. • <i>Date on agreement needs to be updated</i> • <i>Legal counsel Ashcroft to review agreement</i> • <i>Administration to look into conflict for board members.</i>
Kwakwaka'wakw Language Coordinator	<i>Councillor Willie requests the Kwakwaka'wakw Language Coordinator position be on the next Council agenda and that Administration advise H.R. Manager and Director of Education that Council will be reviewing this.</i> • <i>We should not be overseeing the kwakwala language/culture piece. Move this to the experts.</i> • <i>Words spelled incorrectly including 'Namgis</i> • <i>Salary not posted on job posting – why?</i> • <i>Director of Education is not equipped to manage this.</i>

	2025-May-07 (04): JESSICA BARUDIN/IVY PEERS That an Education Special Meeting be setup: Director of Education; Culture experts (Robert Joseph, Matt Ambers, William Wasden, Pewi Alfred); Culture/Education portfolio holders; to discuss role and gaps; AND that the Kwakwaka'wakw Language Coordinator job posting be withdrawn until formalized. CARRIED • <i>Invite Kwakwalatsi, Nawalakw, U'mista, Whe-la-la-u, program leads to the Special Meeting</i> • <i>Senior Administrator to pull job listing before Friday ~ May 9, 2025 and contact HR and Director of Education to inform of Council's position/decision</i> • <i>Council request Administration to look into the Hiring Policy – when was it changed that Council was no longer on the Hiring Committee?</i>
Spelling/Staff	Publications going out with many errors far too often. Staff spell 'Namgis wrong and it is on our logo. <i>Proper kwa'kwala must be used correctly by staff and put into all policies.</i>
Website	'Namgis website needs to be updated. Current website is not user friendly. Communications Manager is working on – a workplan is in place. Web designer is required. <i>Suggestion that Communications Manager bring to Council. Councillor Willie offered guidance/support.</i>
Wage	Compensation Review document distributed to Council. Wage Comparison Study was to be researched by Human Resources (HR) Manager a year ago. HR has not provided anything or met with Council. Discussion: • Staffing issues/pay equity issues • Treat employees well where they want to be at work and doing their best/incentive. • Suggestion to get rid of 'redline' Recommendations: • <i>Administration, HR and WCBC meet to review. Finance Committee review.</i> • <i>Presentation requested to Council</i> • <i>30 employees benchmarked – want to see all employees</i> • <i>Aging out staff – inventory on retirement/upcoming jobs. Employees 60+ report requested.</i>
FRSCA CEFA	June 2024, the Nation signed a Forest and Range Consultation and Revenue Sharing Agreement with BC. This agreement provides revenue to the nation based upon stumpage revenue collected by BC within our territory. A companion agreement, the Consultation Engagement Framework Agreement (CEFA), provides a more robust approach to consultation and engagement for forestry decisions and it also provides for the nation to receive the maximum stumpage revenue formula from FRSCA. The CEFA agreement lapsed in March 2025. The Ministry of Forests confirmed now that the FRSCA and CEFA programs will be continued and is seeking confirmation that the Nation wishes to extend the CEFA term. 2025-May-07 (05): BRIAN WADHAMS/ROBERT MOUNTAIN Council directs the Director of Natural Resources Department to communicate that the Nation is interested in an extension. CARRIED
Mosaic	Change in the President and CEO, there is an inquiry to meet with Council. Trevor Joyce, Mosaic lead for our joint planning project and negotiations and CEO & President Duncan Davies will attend.

	<i>Administration to Mosaic, inviting them to Council's July 2, 2025 Council meeting. Find out how much time is required and request agenda.</i>
Island Health MoU	Following the public signing ceremony, both Island Health and Georgia Cook have been receiving requests for copies of the MoU. As the document has a confidentiality provision, Island Health reached out to ask how e wished to proceed with the request. Mayor Buchanan indicated he would like to see the document. <i>Stan Ashcroft states that if Island Health is prepared to have it released, he sees no legal impediment to 'Namgis agreeing. 'Namgis Council agree to share with Mayor Buchanan in a confidential setting.</i>
Wild Salmon	Email from Don Svanvik stating his support for the 'Namgis to have media campaign in regard to battle to save wild salmon. TABLED
Island Health Agreement	2025-May-07 (06): IVY PEERS/IRENE SPECK That we approve signing the Island Health Amendment Agreement #2015.01-HTH-45252; Term: April 1, 2024 to March 31, 2026 for a total of \$59,032.08 to retain the services of the 'Namgis First Nation to contract for 10 hours weekly of Indigenous Liaison Nurse Service for the community of Alert Bay. CARRIED
A-Tlegay	INFO – Meeting cancelled.
Kwakwa'la	Five completed from first year and are interested in second year program/funding. Unclear how funding was setup in the first year. Update/outcome from Deanna Nicolson should be requested. Do not allow policy to restrict funding for this program (May 15 deadline). Funding criteria must be carefully reviewed. Students to show income. Integrity needs to be addressed. Integrity Agreement should be in place. What department is the funds coming from? Lottery fund has been suggested. Briefing note with tuition fees should be given to Council. <i>Suggestion that Post-Secondary Committee review.</i>
AGM Report	1:05-1:52pm – Facilitator Megan Whonnock on Zoom: AGM Report reviewed Discussion with Facilitator: • Auditor's Report: Need to translate this report, simplify for people. Financials are difficult to read. • Communication is lacking in all areas of the nation. • Members get frustrated when they ask Councillors a question and they cannot respond. • Who will respond to questions from membership? Directors need to respond ASAP and send back to Administration. • When will we report back to the membership? • Will facilitator be summarizing report? It is summarized. Megan Whonnock off Zoom Council Discussion: AGM – Good meeting/format. ○ Administration to compile questions asked. ○ Categorize: things completed, in progress. ○ Goals? ○ Dan George was never followed up with. ○ Strategic Plan is valuable to all. ○ Facilitator left early. When hired/contractor, you stay until the end of the meeting.

	○ Payment: ½ up front, remaining amount on completion. ○ People want to be heard. ○ Clear guidelines for setup need to be in place. ○ Timeline on reporting back to members? ○ Request updated contact information from members to send out responses to questions. ○ Start planning now for next AGM. ○ Zoom option for members/questions must be in place. 2025-May-07 (07): BRIAN WADHAMS/MOLLY WILLIE That a General Meeting be scheduled for July 12 or 26, 2025 to report back to the membership. CARRIED
Media Campaign	Media Campaign ~ <i>Council is not to talk with SK Media.</i>
Save the Salmon Fundraiser	2025-May-07 (08): BRIAN WADHAMS/IRENE SPECK That we approve the travel/participation at the Save the Salmon Fundraiser for Victor Isaac, Brian Wadhams and Robert Mountain on May 24, 2025. CARRIED
Council Meeting Material	Discussion on policy for Council meeting material: Package out to Council on Friday prior to meeting. If not possible, material uploaded to Share Point in Friday prior to meeting.
Legal Aid BC	2025-May-07 (09): IRENE SPECK/IVY PEERS That we approve signing the Community Partner Agreement with Legal Aid BC effective April 1, 2025 to March 31, 2026. CARRIED
In-Camera	2025-May-07 (10): BRIAN WADHAMS/IVY PEERS That we go In-Camera. CARRIED 2025-May-07 (11): BRIAN WADHAMS/MOLLY WILLIE That we go out of In-Camera. CARRIED
MTG: UBC Studies	2025-May-07 (12): MOLLY WILLIE/IRENE SPECK That we approve Victor Isaac's participation at the BC Studies Conference at UBC on May 2-4, 2025. CARRIED
MTG: MCFD	2025-May-07 (13): MOLLY WILLIE/VICTOR ISAAC That we approve Kelly Speck's participation at the MCFD Financial Framework Consultation Project on May 7-9, 2025 in Vancouver. CARRIED
MTG: Gathering Wisdom	2025-May-07 (14): MOLLY WILLIE/ROBERT MOUNTAIN That we approve Kelly Speck, Ivy Peers and Jessica Barudin's participation at the Gathering Wisdom on June 4-6, 2025 in Vancouver. CARRIED
MTG: UBCIC	2025-May-07 (15): MOLLY WILLIE/ROBERT MOUNTAIN That we approve Victor Isaac and Brian Wadhams' participation at the UBCIC Chiefs Council meeting on June 11-12, 2025 in Chilliwack; AND that Administration to suggest that Shannon Alfred attend if possible. CARRIED
Island Health	INFO: 'Namgis First Nation – Island Health Long-Term Relationship Agreement: Negotiation Approach Distributed for Council to review. <i>Will be placed on next Council agenda.</i>

Meeting adjourned at 4:10pm

Signature

Date