'Namgis Annual General Meeting Minutes February 21, 2026

Called to Order 9:47 am

Call to Order	Opening Prayer: Yvon Gesinghaus Moment of Silence Selection of Sergeant at Arms: Membership appoint Brian Wadhams Welcoming and opening comments by Elected Chief Councillor, Victor Isaac.
Agenda Approval	**2026-Feb-21 (01): ELI CRANMER/YVON GESINGHAUS** Membership approve the agenda for February 21 & 22, 2026, with additions. Carried
2024/2025 Financial Report Presented by Cory McIntosh	Auditor Cory McIntosh reviews the 2024/2025 Audited Financial Statement Summary with membership. Questions/(Answers): Membership inquire about funds available for Elders housing supports (CMHC emergency housing funds), Infrastructure funds, Notice of Scam (Ongoing investigation with RCMP and cannot comment more), Financial Reporting (Copies of the full audit can be viewed online and printed on request), Membership voting on large expenditures (Vote put on hold), Dividends, Council travel & Council honoraria (can be viewed on the public document of the full audit), Funds for building ramps.
Finance Committee Presented by Irene Speck & Jessica Barudin	Overview of the purpose of the Finance & Audit Committee (FAC), overview of the Financial Law, and explanation of the budgets that are overseen by the FAC.
March 8, 2025 AGM Minutes Business Arising:	**2026-Feb-21 (02): ELI CRANMER/JOHN MACKO** Membership approve the AGM minutes from March 8, 2026 as presented. Carried Membership discuss Communications, past motions on the AGM floor for business dividends, bullying, budget for health programs, support for elders Heat Pump applications, Elk distributions, Education Committee, Office closures for leadership training, and the 10 kwakwaka'wakw teachings.
March 9, 2025 AGM Minutes Business Arising:	**2026-Feb-21 (03): BRIAN WADHAMS/JOHN MACKO** Membership approve the AGM minutes from March 9, 2026 as presented. Carried Membership discuss Aquaculture, Sports Fishing sector, Food Security, Licenses in Mama'omas, St George's hospital, May Sports, Forestry, trailers parked on graves, and tourists trespassing on burial grounds.

Administration Report Presented by Kelly Speck	Membership are informed and referred to the notice from Council regarding the Council decision regarding the Senior Administrator position on January 19, 2026, and the proposed interim roles as recommended by the Acting Comptroller, to comply with the nations Financial Law which requires Council to remain separate from the day-to-day delivery of programs and services. Kelly explains to membership that she will serve as Interim Senior Administrator in an advisory capacity, and Hazel Cook will have the responsibility and authority for operational, financial, human resources and administrative decisions. Membership is further informed that Kelly would continue to provide guidance but not participate in Council voting, and that the interim structure is intended to provide clarity to staff, funding agencies, and membership while maintaining compliance with governance laws. Membership is updated on the significant workload carried by staff over the past year, with two key administrative positions being vacant, resulting in additional responsibilities being assumed by the Assistant Administrator. Kelly acknowledges staff commitment and dedication during this time to continue delivering programs and services despite the staffing shortages. Membership are informed of the organizational accomplishments, including: the June Sports committee undertaking the Field project to address community and liability concerns, continued negotiations regarding the Wellness Centre, and a new 2 year commitment with Trimark People Solutions to help address a variety of HR concerns and issues. Membership are informed that leadership is committed to improved communications with increased use of social media and updates to the nations website. Kelly addresses concerns on negative social media activity and its effects. Membership are encourages to attend community meetings and engagement sessions and communicating concerns respectfully and constructively. Kelly reiterates her support for staff and expressed confident that the organization is making progress despite current challenges. **2026-Feb-21 (04): YVON GESINGHAUS/BRIAN WADHAMS** Membership supports the notification from Council regarding the appointment and clarification of duties as written (attached) for the Interim Senior Administrator. Carried Questions/(Answers): Member discusses the partial success of the soccer field, the volunteer committee, the process and their appreciation of the committee's hard work. (Chair informs membership that the committee brought forward plans in a multiphase process) Member inquires who is in charge of HR right now and inquires about the hiring panel as in the past, council members would sit on the panel. (Membership is informed that Hazel is handling HR with

	Trimark, and explains the process for hiring and separation of Council and Administration/HR, and informs members that it is something that can be considered in the future.) Member states the need to employ the Culturally Modified Tree [CMT] crew and the importance of professionalism. Member states a need for someone to assist elders with Wills, the lack of communication from the nation, and share their concerns for conflict of interest, nepotism and confidentiality issues.
Education, Language & Culture Presentation Presented by Jessica Barudin, Molly Willie, Ivy Peers, Ernest Alfred & Irene Speck	Council portfolio holders note they cannot respond to individual questions or issues and encouraged members to discuss those matters directly with the relevant department. Reviewed the Annual Report summary for this portfolio and acknowledged the school for providing meeting space, noting that holding meetings there helps minimize disruption for other programs. Acknowledged Deane Wadhams and her family. Congratulated Jenna Peterson on completing her Master's degree while serving as principal, teacher, and mother. Provided an update on Council-level work related to Language, Culture, and Education, highlighting significant effort and ongoing initiatives. The Director of Education position was introduced but remains vacant. Discussed challenges recruiting and retaining qualified staff. Reported that the school continues to face governance challenges due to vacancies on the governing body. Highlighted accomplishments from the 2024-2025 year, including: Acceptance of all post-secondary funding applications, increased participation in the UVic Language Program. Recognition of students' commitment to language revitalization efforts. Looking ahead: presenters expressed optimism about committee initiatives arising from previous meetings and the development of new partnerships. Explained recent transitions among portfolio holders and acknowledged contributions from individuals who are no longer serving in those roles. An overview of the Community Services-led Culture and Language Nights initiative. Due to capacity limitations, portfolio meetings have been limited, but efforts continue to align programming with community direction and priorities. Reported that Council has directed greater consistency in the use of the U'mista language system and is creating a council position to support editing and language standardization. Identified ongoing partnership priorities with U'mista, W̱heḷaḷau, and Nawalakw, as well as continued collaboration with Amlilas and the school to support immersion and language revitalization efforts. Breakout group questions: What does inclusion of culture and language look like for you as a member? What would benefit you and your family in language and culture, and how can the nation support this?

Health, Social Services & Recreation Presentation Presented by Ivy Peers, Kelly Speck, Irene Speck, Don Speck & Jessica Barudin	Portfolio holders explain to membership the Health Board and its purpose. Presenters review Community services and the outline of events and programs/services from the department. Presenters brief membership on the Youth Centre and explains the complex barriers that have frustrated staff and leadership that has continued to cause delays. Breakout groups: How would you like to be engaged in contributing to social programs for the nation? Are there areas in Recreation/Social Services/Health that you would like to see in the future for 'Namgis First Nation?
Housing & Infrastructure Presentation Presented by Ernest Alfred, Ivy Peers & Don Speck	Presenters opened by acknowledging staff and community members for their attendance and participation. They noted that the Nation is currently well positioned politically and emphasized that many recent successes are the result of years of work by both previous and current Councils. They also highlighted that the Nation is now experiencing the first female-majority leadership in its history. Members are informed that the year brought significant challenges across Council, leadership, administration, and staffing. Despite these difficulties, staff continued delivering essential services and were recognized as the backbone of the organization. key accomplishments include: Transitioning a seasonal employee into a permanent full-time position and hiring three additional permanent full-time staff, Recognition of the Public Works team for managing a broad range of community services while supporting major infrastructure projects. Acknowledgement of the continued impact of the loss of Derek and the challenge of filling the role he previously held. Welcome and recognition of new Infrastructure portfolio holder Don Speck. Infrastructure highlights include: Completion of the comprehensive Gatu slope stability study to support long-term safety and stability, Progress on the Smitty's Hill watermain replacement project, currently in the design phase, and Ongoing community drainage planning and assessments to improve safety and infrastructure resilience. Presenters acknowledged Samantha Webster, Land Code Manager, for her work in a challenging but critical role. Additional housing updates included: Addition of two three-bedroom rental homes on Atli Street, with occupancy anticipated once remaining issues are resolved. Recognition of Housing Committee members and newly appointed portfolio holder Verna. Portfolio holders share their appreciation for Diana Shaughnessy and wishes her the best for her future endeavors. Regarding a proposed housing initiative, leadership noted that community members raised concerns and identified unanswered questions. In response to this feedback, the initiative was paused.

	The focus of the report remained on activities completed during the fiscal year. Additional housing-related work included: Policy analysis and review of housing policies, Continued collaboration with Urban Systems to identify funding opportunities, Advancement of Land Code amendments, Collection of community feedback regarding nurse residences and Collaborative efforts toward developing a comprehensive housing plan to address future housing needs. Members are informed that a comprehensive cemetery maintenance and security plan has been established. Feedback from community engagement sessions is being compiled and will continue to inform future planning and communication. Members were encouraged to continue sharing feedback and concerns through available channels and to seek out representatives if they feel unheard Looking ahead, future priorities include: Building organizational and Public Works capacity, Supporting infrastructure growth and expansion, Implementing new permit and development procedures, Establishing clear succession plans to ensure continuity of operations and Strengthening collaboration across departments to support proactive maintenance of facilities and infrastructure. Breakout groups: As community grows and plans for the future, what time of infrastructure needs are important for you? Ie. Increased green space, diverse housing types, cultural integration, etc.
Community Justice Presentation Presented by Ivy Peers, Victor Isaac, Don Speck & Molly Willie	Presenters share the 2024-2025 Preventative measures and highlighted the strong working relationship with the RCMP, noting successful partnerships in community events, feasts, and potlatches that support community engagement and well-being. Recognition was given to Kwakwalatsi and the important initiatives they deliver, including regular youth programs, community-based activities, and support services. Their work often overlaps with and complements services provided by the Health Department. Membership are advised of the years accomplishments which include: Delivery of community events through Kwakwalatsi programs, Advancement of food security initiatives, Implementation of harm reduction programs aimed at improving the quality of life for Alert Bay residents and ongoing support for community members through coordinated health and social services. Portfolio holders express their appreciation to Community Services and Health Department staff for their dedication and contributions to improving the well-being of members, particularly youth and Elders, and for their continued efforts to enhance quality of life within the community. Breakout Groups: What is your top priority when you think of community justice?

	How can we help support communication on community justice matters?

Adjourned 5 pm

‘Namgis Annual General Meeting Minutes February 22, 2026

Called to Order 9:31 am

Call to Order	Opening Prayer: Yvon Gesinghaus Welcoming and opening comments by Elected Chief Councillor, Victor Isaac. Review of the 10 Kwakwaka’wakw teachings by Ernest Alfred
Governance Presentation Presented by: Jessica Barudin, Irene Speck, Verna Ambers	Membership are informed that the Governance Committee is responsible for reviewing and recommending policies and bylaws, enhancing Terms of Reference, supporting Council and portfolio committees, addressing Council conduct matters and complaints, and overseeing the Senior Administrator's performance review. Key activities and accomplishments for 2024-2025 included: Identifying the need to update the 2019 Comprehensive Community Plan to ensure it reflects current community priorities and future needs, Developing a 2025-2030 Strategic Plan, which is currently in draft form and will be shared with membership for feedback in the near future, Advancing revisions to the Council Honoraria Policy and Council Travel Policy, including requirements for meeting reports to improve accountability and information sharing with Council, Updating the 'Namgis Field Trip Policy, Working to strengthen reporting processes and communications between Directors, Council, and membership, Continuing revisions to housing policies to better support community housing needs and Collaborating with the Finance and Audit Committee (FAC) to develop and clarify guidelines for the OSG, Kwagis Benefit Fund, and Legacy Fund. The committee remains focused on strengthening governance practices, improving transparency and communication, modernizing policies, and ensuring community input is incorporated into strategic planning and policy development. Breakout groups: What are some goals that you as members see as important to focus on in the next year in Governance? What does good governance look and feel like to you as a member?
Rights and Title Presentation Presented by Victor Isaac	Presenter reviews the leadership forum, its purpose and processes with membership. Breakout groups: How would you like to be updated on Rights & Title matters? What is your top priority hen you think of ‘Namgis Rights & Title?
Aquatic Resources Presentation	Presenter acknowledges former councillors that were portfolio holders during the reporting fiscal year and reviews the committees and its duties.

Presented by Victor Isaac	Breakout groups: How would you like to know on aquatic resources updates outside the AGM? Is there anything you would like to contribute to provide feedback to the aquatic resources portfolio holders?
Forestry and Land Resources Presentation Presented by Kelly Speck & Molly Willie	Presenters five and overview of the role and responsibilities of this portfolio, with focus points on policies and agreements. Membership are given an overview of ongoing land stewardship and forestry initiatives focused on protecting the territory for future generations. Key accomplishments and initiatives included: Continued development of Land Use Plans and Forest Landscape Plans, Implementation of changes to land use plans during the fiscal year through joint work with the Province of British Columbia to strengthen long-term protection of the territory, Establishment of conservation corridors to protect river systems, with areas within Western Forest Products Tree Farm Licences designated to remain unharvested, Development of a Cedar Strategy aimed at preserving cedar resources for future generations, in response to concerns about cedar decline on Vancouver Island, Ongoing efforts to recruit and protect old-growth forests, Active planning discussions with Mosaic Forest Management, recognizing that future agreements and harvesting approaches will differ from those negotiated with Western due to differences in terrain, forestry practices, and operating conditions, Advancement of a Section 7 Agreement, described as the first agreement of its kind in British Columbia. The goal is not simply to acknowledge provincial forestry legislation but to create meaningful participation in forestry decision-making and influence how forests are managed within the territory. Introduction of long-term forestry changes, including increasing the second-growth harvesting age to 100 years, which is expected to benefit future generations. Presenters emphasized that many of these changes are long-term initiatives. While the impacts may not be fully visible for 40 to 50 years, the work is intended to create lasting environmental and cultural benefits. Community feedback has been heard throughout the process, but negotiations and implementation require significant time and patience. Members were encouraged to continue participating in engagement opportunities, as community voices remain important in shaping these initiatives. Breakout Groups: How would member prefer to be updated on progress on these initiatives? Currently we are using our website and social media platforms, plus periodic engagement sessions and annual reports, provide high level summaries, do you have other ideas? Do you have other lan and resource matters we should be pursuing?

Conclusion of the Audit Presentation	**2026-Feb-22 (01): YVON GESINGHAUS/BRIAN WADHAMS** Membership accept the presentation of the 2024-2025 Financial Statements as presented, and that the audit will be made available to membership, 2 weeks prior to before the next meeting. Carried Questions/comments(Answers) Membership inquire on the reporting requirements for Council travel as there are some that are doing 3-4 times more than others. (Membership is informed that under the council travel policy, that they are to do reports after every meeting and if they fall behind, they may not be approved for future travel) Membership discuss employee salary and suggest prioritizing. Member discusses motions put on the floor from past AGMs regrading dividends, and states they would like to have the motion on the floor again to vote for dividends. (Members are informed that there will be a need to identify where the dollars will come from, and that motions from the floor go back to council for review of suggestions from membership)
Members Forum: Q&A	Membership Meeting Procedures and Governance: Member emphasized that the Membership Meeting Procedures are a strong document that should be followed consistently. Concerns were raised that the requirement to hold two membership meetings annually has not always been met, and clarification is needed on what happens if the second meeting does not occur. Recommendations included updating procedures to specify tabling the full audit, reports, and supporting documents to improve transparency and reduce recurring questions. Members supported following established procedures, strengthening meeting notice requirements, and adding a severability clause to close existing governance gaps. Communication, Accountability, and Processes: Members expressed frustration about unclear processes for contacting staff, departments, or Council when issues arise. Examples included difficulties reporting concerns such as an unattended open door at the Health Centre and uncertainty about where information from community information sessions is stored and shared. Members requested better reporting on action items and stronger follow-up mechanisms. Council acknowledged communication challenges and committed to improving processes, including implementing a maintenance work-order tracking system and strengthening response procedures. Staffing, Capacity, and Compensation: Concerns were raised that staff wages and benefits are too low to attract and retain employees. Administration noted ongoing staffing shortages, high workloads, and significant strain on existing staff during Council meetings and the AGM process.

	Members supported Administrations plan for reviewing compensation and benefits and exploring established compensation benchmarks rather than developing systems from scratch. Council and Committee Reporting: Members requested written reports from Council and Committee travel, particularly meetings that represent 'Namgis interests externally. There was interest in clearer reporting on how attendance at meetings benefits the Nation and what outcomes result from those engagements. Specific Claims and Fisheries: Discussion focused on specific claims and the importance of presenting a unified voice regarding compensation and historic loans. Members highlighted successful Indigenous title and rights court cases and questioned whether opportunities from important fisheries decisions are being fully pursued. Leadership noted that even after successful court cases, implementation by government agencies can and have been slow. Action Items and Follow-Up: Members requested a more formal process for tracking and reporting action items from meetings. Suggestions included assigning a dedicated person to record action items separately from meeting minutes. Administration committed to reporting back to membership on "What We Heard" from the AGM. Future Meeting Scheduling: Discussion focused on the timing of the second membership meeting, particularly if it conflicts with food fishing seasons. Suggested dates included early July, with July 3 identified as a possible meeting date. Members agreed that community input and planning considerations should be considered before finalizing dates. Election and Membership Communications: Concerns were raised about difficulties receiving election materials, accessing voting support, and obtaining responses to correspondence sent to Council. Administration committed to improving tracking, acknowledgment, and follow-up procedures for letters and member concerns. Discussions also addressed challenges experienced with the electronic voting provider and consideration of alternative approaches. Facility Access and Community Programming: Members expressed frustration over difficulties booking community facilities and finding the appropriate contact for these requests.

	Suggestions included having a single point of contact for facility rentals and improving coordination among departments. Concerns were also raised about plans for youth facilities and prioritizing accessible spaces for youth programming. Forestry and Environmental Stewardship: Questions were raised about old-growth logging and harvesting practices. Administration explained that significant protections are already in place, that remaining true old-growth areas are limited, and that harvesting proposals undergo detailed review processes. Members expressed concerns about clear-cutting and emphasized the cultural, environmental, and spiritual importance of forests. Community Wellness and Future Planning: Membership highlighted broader concerns around communication, organizational culture, youth well-being, housing, elder care, benefits, and employment opportunities. Suggestions included: Creating an advocate position to help members navigate services. Improving employee benefits. Developing assisted-living and elder housing options. Supporting entrepreneurship through funding and proposal development. Creating regular forums for discussing community challenges and solutions. Members stressed the need to focus on youth, mental wellness, cultural connections, and rebuilding community strength. Closing: Members expressed appreciation for being heard and for the opportunity to share concerns. There was strong support for improving communication, accountability, member services, and follow-through on commitments. The discussion ended with a shared commitment to work collaboratively, strengthen processes, and create better outcomes for future generations.
General Meeting Date	**2026-Feb-22 (02): BRIAN WADHAMS/JOHN MACKO** Membership recommend to Council to have the General Meeting on May 27th or June 6, 2026. Carried

Adjourned 2:46 pm