

COUNCIL MEETING REPORT

Regular Meeting of Council, October 15, 2016

18/11/2016

Top stories in this newsletter



Consultants, Per Diems, Finance Committee



Ethics Committee



Question and Answer Period with Membership



Band Manager, Election Reform, Salary Increase and more

Consultants, Per Diems and Role of Finance Committee



Band Consultants

One Councilor asked to have it reflected in the previous meeting's minutes that Council directed that Qalipu issue a new Request for Proposals (RFP) to establish an updated list of consultants that the Band can draw from for goods and services.

Another Councilor asked to have a list of consultants that were engaged by the Band in the past 1-2 years.

Qalipu will issue a new RFP in advance of the next regular meeting of Council.

Per Diems, Qalipu Cultural Foundation

One Councilor questioned a motion made at the previous meeting of Council regarding \$200 per diem payments for Councilors appointed to represent Council on the Qalipu Cultural Foundation (QCF). The Councilor noted that unlike Standing Committees where all representatives receive a per diem, this payment for Councilors attending QCF meetings may create a two-tier system whereby some are paid and others are there as volunteers.

The Councilor said "this sends the wrong message. It's not a standing committee, it's a volunteer committee. Some should not be paid for it while everyone else is a volunteer."

Another representative of Council commented that Council members sitting on the QCF are there at the request of Council, on assignment to represent and report back to Council saying, "it's a little different than volunteering."

Finance Committee

It was discussed that the Finance Committee should be accountable to everything that Qalipu is involved in financially.

Finance Committee representatives confirmed that they are headed in this direction.

The Finance Committee did not have the opportunity to meet in advance of the Council meeting. As such, the committee's report was tabled along with a resolution of the committee which was on the agenda.

It was clarified that the resolution related to the corporate structure of Qalipu, and said that decisions regarding the Qalipu Development Corporation need to be made before the resolution could be discussed by Council.

Ethics Committee



Ethics Committee

The Health Services Division presented information to Council regarding the need to establish an Ethics Committee. It was explained that there is a Provincial Act in place that governs research on people. Qalipu is unique in that we are doing research related to Aboriginal peoples. There are standard guidelines for health research on people, and additional guidelines when conducting research in aboriginal communities.

Qalipu does have an Ethics Committee but the argument was made that it could be stronger. Approval was sought from Council to pursue expansion of Qalipu's current *Research Advisory Committee* to include greater representation from a broader range of disciplines, and to continue to take all necessary steps to comply with the guidelines.

A Councilor inquired as to whether the Ethics Committee's work applies to health research only. It was confirmed that ethics is an essential part of all research that Qalipu will do. The Ethics Committee will look at proposed research and explore questions like 'how do you propose to do this research?', 'Will it be done in an ethical manner?', and 'How will the information be stored and for how long?' All these questions will be brought to the Ethics Committee for review and approval, then brought to Council for final approval.

Council supported the proposal and plan of action. Along with the Health Manager, Western Region Vice Chief Erica Samms Hurley and NIHB Navigator Howard Thistle will make up initial members of the Committee.

Question and Answer Period with Membership



Members in attendance were invited to pose questions to the Qalipu Chief and Council.

Youth

One member in commented that a focus on youth in all wards is important. Council agreed and shared the success of the Dancers of the new Dawn project which has been brought to several areas. The program can be brought wherever it is needed. Council said these programs are worthwhile for our youth.

The member commented that a survey be put out to the membership to identify the youth (children, grandchildren etc.) to find out what the youth are interested in doing and to find out what we can be doing for our youth.

Council agreed to do a survey and noted that we each have a responsibility to involve the young people in our families out and involved in our events and happenings.

The member further commented that a youth forum or conference would be a great way for youth to get together to network and keep their connection with each other active beyond one-off programs or events

Note: Two Qalipu Councilors, Arlene Blanchard White and Brian Dicks are appointed to the Qalipu Cultural Foundation. One of their roles is to bring back comments regarding cultural engagement that come up at Council meetings.

One representative of Council shared a positive statistic that in 2015-2016 Qalipu reached over 2000 youth at the Killdevil camp. A lot of good work is being done and has been done through things like Outdoor Education and the RNC Junior Police Academy. We can all be proud of what has been accomplished, and keep working to achieve more. While it can be difficult to get to all the communities, Qalipu will still try to keep moving forward to include as many young people as possible.

Qalipu Cultural Foundation (QCF)

One Councilor inquired as to the direction of the Cultural Foundation and wondered if it was heading in the right direction.

It was suggested that a report be brought to the Council from representatives of QCF to talk about what initiatives are being pursued, what gains have been made, and how they are reaching out to engage participation from our communities. The comment was made that there is a good group of volunteers on this board, with a genuine interest and Council

Mi'kmaq Flag

One member commented on government to government relationships. He said that Qalipu is the only Mi'kmaq band in Canada that does not fly the Mi'kmaq flag.

Council responded that Qalipu will commit to flying the flag on the building.

Band Manager, Election Reform, Salary Increase and More



Update on Hiring of Band Manager

Council reported that there was extensive interest from all around. The process for hiring is that Qalipu has retained the services of Bonnell Cole Janes to work with the Band as an independent recruiter. The firm has now looked at resumes, files, letters, aboriginal experience, connection to culture, members or not, etc. The firm went down through all the applications and created a short list of four people. Telephone interviews will be conducted

with them to further establish a short list for face to face interviews. Then Qalipu will be able to choose the appropriate person that we want to work with the Band in the years to come. Salary will be finalized later. Executive along with Bonnell Cole Janes will go forward with final stage of interview process.

One member of Council inquired as to whether the successful candidate has to be a member of the Band.

It was confirmed that it would be preferable to give the employment opportunity to one of our members. If not, certainly Qalipu would want them to be of an aboriginal background.

Election Reform

Council reaffirmed their commitment to improve the Qalipu election process and procedures. A sub-committee of Council was struck to begin working on this project. Ward Councilors Alexander and Benwah, along with Central Region Vice Chief Joe Bouzanne, said they would be interested in working on this committee. The committee plans to meet in the near future.

Salary Increase

There was a review of the proposed 2% annual increase that has been given to employees every fall based on increase to living expenses. The budget for this is provided as an allowance from Indigenous and Northern Affairs Canada (INAC). The allocation has already been budgeted, and has been passed by Council.

Several Councilors questioned the nature of the increase, and whether it would be wise to wait until an operational review of the Band structure had been completed. One Councilor asked "What are the parameters around this money from INAC? Why are full time employees eligible for an increase but not a term employee? Is there a line or two in the agreement with INAC that we must follow, or did Qalipu develop this procedure? I think we need to look at the details as a Council."

Another Councilor said Council should honour the policy as is, pay the 2% increase to those who are eligible, and look at changing the policy in the future if need be after all details have been reviewed.

Details of this policy will be brought to Council for review at their next regular meeting.

Christmas Hours

Qalipu offices in all regions will be closed at noon on December 23. They will reopen on January 3.

Flat Bay Road Conditions

Support of Council was sought to do something about road conditions are bad in the community of Flat Bay. One Councilor said "it's dangerous driving there right now because there is a lot of tree growth and alders are coming up on the road. There are other issues with potholes, and erosion. We had a promise from Scott Reid to get this dealt with about a month ago but, we have yet to see any action or commitment on paper. Can Chief and Council support the community of Flat Bay?"

Council agreed to support our membership by speaking up to our government. We will write a letter to the premier, cc. all the local politicians, and give a little nudge. Action: write the letter. Clearing of road shoulders are of concern to people, and buildup of alders and other growth along the roadside. Will mention that it was raised by ward councilor based on concerns in the ward."

Date of Next Meeting

The next regular meeting of Qalipu Chief and Council will take place on Saturday December 3 in Corner Brook at the Qalipu Community Room. It was decided to hold the meeting in Corner Brook rather than Stephenville to accommodate the all staff/ council Christmas part happening in Corner Brook on December 2.

Please preregister for the upcoming meeting of Chief and Council by contacting Mabel MacDonald at 634-5111 or email mmacdonald@qalipu.ca

Contact Us

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