

Qalipu First Nation

Special Council Meeting

April 7, 2024

Virtual Meeting

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Meeting called to order at 6:15 pm

In Attendance

Chief Jenny Brake
 Vice-Chief Andy Barker
 Councillor Terri Greene
 Councillor Sherry Dean
 Councillor Hayward Young
 Councillor Calvin Francis
 Councillor Frank Sheard
 Councillor Charlene Combdon
 Councillor Jasen Benwah
 Councillor Hayward Young
 Councillor Bobby White (joined at 7:30pm)
 Band Manager Charles Pender
 Director of Finance Andrew Simmons
 Executive Assistant Allyson Robbins
 Executive Assistant Natasha Lavers

Acceptance of Agenda – Motion 1 – 2024-2025

Moved by:	Calvin Francis	Seconded by:	Sherry Dean
Motion Carried	All in favour	Nine (9)	One (1) Against

- Motions: 1. Moved by Councillor Calvin Francis, Seconded by Councillor Sherry Dean.
 2. Councillor Frank Skeard voted against the agenda.
 3. Motion carried.

Early Salary Review

- Councillor Sherry Dean brought this to the council meeting because she felt we are not keeping pace with inflation. We have lost employees due to salary.
- Councillor Frank Skeard did not understand the package our staff receives.
- Councillor Frank Skeard felt we need to look at compensation and not salary. Need more of an assessment.
- Director of Finance Andrew Simmons said in 2022 a salary classification was done; Council approved a salary structure. 10 different steps in salary scale. Individual gets placed on 1-10 scale. 30% difference in step 1-10; 3.33% increase annually that

employees are eligible for. Giving Directors time to review job descriptions for certain positions.

- Councillor Charlene Combdon is concerned about an early salary review and that it may have an impact on the organization.
- Band Manager Charles Pender confirmed the HR review has started.
- Councillor Sherry Dean stated there are multiple staff at Qalipu that work part time jobs to pay rent.
- No motion needed, just a discussion.

Band Council Orientation

- All councillors agreed one day of orientation is not sufficient.
- Councillor Charlene Combdon did not attend orientation because she was elected in a by-election. Orientation should wait until the by-election ends.
- Chief agreed it is important to know our roles and responsibilities when hired and fully understand our positions.
- Councillor Terri Greene stated that mock/training sessions are great for orientation.

Amended TOR for Culture Tourism and Community Development Standing Committee

- Chief Brake stated the Terms of Reference was reviewed before Councillor Frank Skeard became the Chair.
- Chief Brake informed Council that Band Manager Charles Pender is acting Director for Culture, Tourism, and Community Development.
- Director of Finance Andrew Simmons stated no employees should have a vote on any committees-only for recommendations.
- Councillor Frank Skeard to have a meeting with the Culture, Tourism, and Community Development Standing Committee to get amended Terms of Reference.
- Councillor Frank Skeard and Councillor Charlene Combdon will email Band Manger Charles Pender the Terms of Reference and the Member at Large by the end of the week.
- Councillor Charlene Combdon requested a meeting as soon as possible to get the Terms of Reference completed.
- Chief Brake stated once the Terms of Reference are complete, Council will meet again to ratify.
- A motion will need to be put forward to complete.
- Councillor Bobby White joined the meeting at this point approximately 7:30pm.

Appointment of Member at Large for Culture, Tourism and Community Development Standing Committee

- Chief Brake stated that Councillor Frank Skeard and Councillor Charlene Combdon will need to hold a committee meeting to make a recommendation on the Member at Large.
- Once a recommendation is made Council will meet again to approve.
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FAC Committee Members

- Councillor Terri Greene stated there are two meetings left for the FAC Committee.
- Opportunity for a fourth member on the committee.
- Update the standing committee form.

Org Chart Approval

- Councillor Charlene Combdon found errors in the org chart.
- Cultural Liaison Officer to be changed to Cultural Outreach Officer.
- Councillor Frank Skeard asks to see the new positions on the chart to be highlighted.
- This item to be moved to the next meeting of Council.

Naming the Community Room

- Chief Brake would like to name the Community Room after a staff member who passed away.
- Councillor Andy Barker wanted to know if Community Room is the Council Chambers.
- Councillor Charlene Combdon believes there should be a Council Chambers.
- Band Manager Charles Pender stated the Community Room is used by the public 80% of the time.
- Councillor Andy Barker suggests putting forward nominations to name the Community Room.
- Chief Brake stated this should be done through the Culture, Tourism, and Community Development Standing Committee.
- Councillor Frank Skeard and Councillor Hayward Young stated they would like to see a Community Room for each ward.

Schedule of Municipal Visits/Virtual Meetings

- Chief Brake would like Councillors to reach out to their Municipal leaders to establish a relationship.
- Councillor Terri Greene and Councillor Bobby White believe monthly meetings would be very difficult to arrange.
- Councillor Jasen Benwah thinks Qalipu could start on a municipal level as well as reaching out.
- Councillor Charlene Combdon stated we should take time to invite the Mayor and speak about what the Band does and the impacts on the Community.
- Chief Brake stated that if you need help reaching out to their Municipalities, bring it forward and we can discuss.
- Councillor Frank Skeard was absent for the vote.

Request for Acting Chief to sit on the RCMP Commanding Officer Indigenous Advisory Committee - Motion 2 – 2024-2025

Moved by:	Calvin Francis	Seconded by:	Andy Barker
Motion Carried	All in favour	Nine (9)	Zero (0) Against

Motions:

1. Councillor Charlene Combdon would like to know the purpose of sitting on the Committee before she votes.
2. Councillor Charlene Combdon and Councillor Bobby White abstained from voting on this motion.
3. Councillor Jasen Benwah stated Regional Chief Brendan Mitchell sat on this committee as well when he was the Chief of Qalipu.
4. Councillor Frank Skeard was absent for the vote.
5. Motion carried.

Youth Council

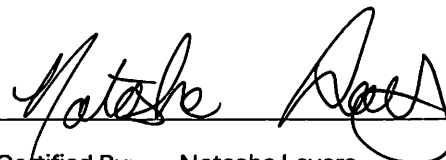
- Chief Brake would like to consider how the Youth Council is structured and think about any recommendations for improvement.
- Councillor Charlene Combdon was uncertain on the expectations for the Youth Council.
- Chief Brake stated AFN has a youth committee instead of a youth representative at Council.
- Chief Brake stated this is not functioning as we would like it to.
- Councillor Charlene Combdon mentions that Councillor Ivan J White may have connections regarding a Youth Council with the Education and Training Department.


Adjournment – Calvin Francis made a motion to adjourn the council meeting. Councillor Sherry Dean Seconded the motion.

The council meeting ended at approximately 8:45 pm

Minutes Submitted By:


 Approved By: Interim Chief Jennifer Brake


 Certified By: Natasha Lavers


 Certified By: Allyson Robbins