

SERPENT RIVER FIRST NATION

195 Village Road
Cutler ON, P0P 1B0



Telephone: (705) 844-2418
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SRFN Chief and Council Meeting
Tuesday, May 28, 2024
Approved Minutes

Chair: Wilma-Lee Johnston

Council: Shirley McLeod, Michelle Owl, John (Jack) Trudeau, Kerri Commanda (zoom), Steve Meawasige (zoom)

Regrets: None at this time

Director of Operations (IDOO): Tracey Seabrook

Staff: Jeff Moulton, Director of HR; Madelaine O'Neill, POLEA; Chastity Toulouse, Director of Housing and Infrastructure; Christopher Weatherley, Director of Social Services and Culture

Community members in person: 8

Attendees via Zoom: 11

Recording Secretary: Madelaine O'Neill, POLEA

1) Call to Order/Opening Prayer/Remarks:

- | |
|---|
| - The duly convened Chief and Council meeting was called to order at 6:18pm |
| - Opening prayer by Councillor Trudeau |
| - Late start to meeting due to technical issues |

2) Adoption of Agenda

MOTION: 2024-05-28-01

That Chief and Council adopt the Agenda for the Chief and Council Meeting of Tuesday, May 28, 2024, as presented.

Moved by	John (Jack) Trudeau
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Seconded by	Shirley McLeod
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CARRIED	By Consensus
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3) Declaration of Conflict of Interest:

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| - Chief declared conflict of interest on item 11. b) Summer Student Position Shortfall |
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4) Community Presentations

- | |
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| - None at this time |
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5) Approval of Previous Minutes

a) Tuesday, May 14, 2024

MOTION: 2024-05-28-02	
That Chief and Council approve the Council Meeting Minutes of Tuesday, May 14, 2024 as amended	
Moved by	John (Jack) Trudeau
Seconded by	Michelle Owl
CARRIED	By Consensus
- To add more detail on the community questions and answers section	

6) Business Arising from Minutes

a.) Retiree Health and Dental Benefits

MOTION: 2024-05-28-03			
That Chief and Council approve the implementation of retiree health and dental benefits to any employee who retires at age 55 to age 65 at the following costs:			
		Family Coverage	Single Coverage
Retiree	Dental	\$38.73	\$18.02
STATUS	EHC	\$98.66	\$50.39
	TOTAL	\$137.39	\$68.41
Retiree	Dental	\$91.25	\$38.02
Non-Status	EHC	\$110.77	\$46.15
	TOTAL	\$202.02	\$84.17
Retiree	Dental	\$35.00	
Blended Family	EHC	\$135.99	
	TOTAL	\$170.99	
Moved by	Shirley McLeod		
Seconded by	John (Jack) Trudeau		
CARRIED	By Consensus		
<ul style="list-style-type: none"> - When an employee retires from Serpent River First Nation, they are no longer eligible for the health and dental benefits they had as an active eligible employee - All eligible employees of Serpent River First Nation can enroll in the health and dental benefit program through the carrier. Once an employee chooses to retire from their employment, they no longer are eligible for the health and dental benefits after their last day worked. They would then rely on provincial coverages, First Nation Health Insurance branch (FNHIB) or pay out of pocket - After an employee retires, they are not eligible for health and dental benefits after the last day worked. Private coverage could be purchased by the employee, but the cost is very high 			

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- Retiree benefits can be offered to employees aged 55 to 65 at no cost to Serpent River First Nation. 100% of the monthly premium is paid by the retiree through electronic funds transfer each month. This will be pre-arranged through the human resources department prior to the last day worked

7) Reports

- None at this time

8) Doodem & Committee Minutes & Reports

- None at this time

9) Business Arising from Minutes & Reports

- None at this time

10) Standing Items

- Ryan McLeod, Financial Consultant provided an audit update
- Serpent River First Nation has been working with BDO to complete the 2022/2023/ financial audits and anticipate a firm update to when those statements will be available in the coming weeks
- After the first quarter, Serpent River First Nation anticipates that these statements will be ready for the Finance Committee to review in house. Once they have been approved by the Finance Committee, they will be presented to Chief and Council
- Furthermore, Serpent River First Nation anticipates that the 2024/2025 budget will be ready to be reviewed and approved by Chief and Council as soon as the next Finance Committee meeting commences
- Serpent River First Nation is working diligently to have these items ready for public viewing as soon as possible

11) New Business

a.) Elliot Lake Urban Housing Opportunity

- Ryan McLeod, Financial Consultant to Serpent River First Nation, presented the Elliot Lake Urban Housing Opportunity presentation and addressed questions from community members
- Serpent River First Nation has the opportunity to purchase and develop housing units on Dieppe Street in Elliot Lake
- Serpent River First Nation has a need for housing for members who reside in urban centers off-reserve. Elliot Lake is within proximity to Serpent River First Nation and within the traditional territory where members from Serpent River First Nation reside
- This housing project would allow Serpent River First Nation members within the Elliot Lake area access to more affordable housing
- Currently, CMHC is supporting indigenous communities with developing urban housing for First Nation members
- Serpent River First Nation has an opportunity to partner with RSG Contracting
- This project would allow Serpent River First Nation to add new townhouses to its portfolio and to own the off-reserve assets
- Community members raised concerns and asked questions about the land purchase terms and mortgage payment structures

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- Chief discussed the new perspectives brought forward by community members and asked that they be taken into consideration through discussion
- Serpent River First Nation to schedule a meeting with the City of Elliot Lake before moving forward

b.) Summer Student Position Shortfall

MOTION: 2024-05-28-04	
That Chief and Council approve applying Community Advancement Funds (CAF) to hire the remaining students in Education and Infrastructure and apply any additional funds received from Canada Summer Jobs and/or First Nation Inuit Youth Employment be credited back to Community Advancement Fund	
Moved by	Michelle Owl
Seconded by	Kerri Commanda
CARRIED	By Consensus
<ul style="list-style-type: none"> - Each year, Serpent River First Nation applies for funding to cover the costs of summer student wages. This year the Canada Summer Jobs Funding (CSJ) had cuts in their budget and had a lot more employers applying for funds - Serpent River First Nation hires summer students each year in many of its departments. Day Camp through Education and the Infrastructure department hire the most students and are the most critical departments to have students working in - With funding approval from Canada Summer Jobs for only 2 students it leaves of in a deficit of 8 positions. One of the approved positions will be applied to the Finance department and the other to the Education department, Summer Day Camp, leaving a need for 4 positions in Infrastructure and 4 more in Education Summer Day Camp - Serpent River First Nation is second on the list if additional funds become available through Canada Summer Jobs (CSJ) and an additional funding source. First Nations and Inuit Youth Employment (FNIY) 	

11. c) Commercial Building Insurance Policy Update

MOTION: 2024-05-28-05	
That Chief and Council approve the amended policy based up the recommended \$350/square foot building costs	
Moved by	Steve Meawasige
Seconded by	Shirley McLeod
CARRIED	By Consensus
<ul style="list-style-type: none"> - Require approval for and update to Serpent River First Nation’s commercial building insurance policy - The commercial building insurance has not been updated for a long time and requires amending the policy. The current infrastructure is at risk should there be a fire, etc. Band owned housing insurance was updated last year - The recommended \$350. /Square foot building costs the estimated insurance cost would be an estimated \$167,713 resulting in an increase of \$62,453 from the current policy cost of \$105,260 - Due to our radius to high fire risk areas, we will be unable to increase insurance during the summer months 	

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- Under the current policy if a band commercial building were to be destroyed, we would be unable to replace it

d.) Serpent River First Nation - Community Health Plan

- The Community Health Plan is the first step in planning what health programs communities want to provide for their members. When developing the Community Health Plan, communities have to begin thinking about evaluation. To illustrate, the Community Health Plan should specify the following four items that tie in with evaluation:

- the programs and activities that communities plan to conduct;
- the goals and objectives for each;
- the indicators that communities use in their evaluations to measure how well programs meet their objectives; and
- the day-to-day records and other evaluation information (data) that staff collect when programs are running

- A Community Health Plan is a carefully researched and designed strategic action plan for improving the health of individuals, families, and the community. Health planning itself is a process that supports improved health by creating an actionable link between needs and resources

- Health plans can be used to improve health management and governance, guide programs and services, ensure priority health needs are met, and leverage opportunities for partnerships and health funding

- The following documents were to be created/updated to ensure our Community Health Plan was complete:

1. Vision and Mission Statement
2. Table of Contents for the Health Plan highlighting areas that have changed from the 2017-2021
3. Five Year Strategic Plan covering 2021 – 2026
4. Nursing and Home Care work plans and budgets
5. Home and Community Care Service Delivery Plan
6. Copy of current Emergency Response Plan inclusive of All Hazards Emergency Management Plan and Pandemic Plan
7. Evaluation Plan 2021 – 2026 outlining how the evaluation will be undertaken in 2025

- The Community Health Plan has been deferred and will come back to Chief and Council once the Doodem/Health Committee review the document

e.) 2024 Ontario Native Basketball Invitational – Email of Thanks

- Director of Operations (Int.) shared an email of thanks from community member to Chief and Council for the financial support provided for youth from Serpent River First Nation to attend the 2024 Ontario Native Basketball Invitational. It reads as follows: “Thank you for the financial support provided to our youth, which enabled them to attend the 2024 Ontario Native Basketball Invitational,” hosted by Indigenous Sport and Wellness Ontario, in Thorold this past weekend. Our team did not make the finals but what they gained through teamwork, practicing self-discipline and good sportsmanship will be assets they can carry throughout adulthood. I’d also appreciate it if you can pass along our appreciation to Chief and Council as well. Again, Chi-Miigwetch for giving these young men the opportunity to hone their athletic skills while forging friendships with other First Nation youth.”

f.) 5 Plex – Village Road – Contractor Selection

MOTION: 2024-05-28-06

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That Chief and Council award the contract to construct the 5 Plex Housing Facility with one-bedroom units off Village Road to First Nation Inc. with bid price of \$ 1,449,558.50; along with the condition to adjust the construction schedule to 30 weeks as this project is time sensitive

Moved by	Michelle Owl
Seconded by	Shirley McLeod
CARRIED	By Consensus

- Housing and Infrastructure Department received two bid submissions for the construction of a 5 Plex Housing Facility located off of Village Road. Seeking Chief and Councils approval to award the contract to the successful bidder for the said above project
- Serpent River was awarded the Rapid Housing Initiative Funding from CMHC on July 11, 2023
- On March 14, 2023, a building construction cost rough estimate was provided by the housing department at approximately \$ 1,540,418.00 to construct a 5 Plex with one-bedroom units
- This was Phase 2 of the project which included the 7 duplexes to be in place by December 2023
- An invitation to bid was send out to various contractors on May 1, 2024, to construct a 5 Plex Housing Facility with a closing date of May 22, 2024, at 3:00 p.m. Two companies submitted a bid each
- These bids were opened on Thursday May 23, 2024, at 9:02 a.m. present for the bid opening were Director of Operations (Interim) along with Director of Infrastructure and Housing
- First Nation Inc. submitted a total bid price of \$1,449,558.50 which is First Nation owned and a construction company from Serpent River First Nation, a construction schedule was provided along with their WSIB and Liability Insurance; the second contractor Wawasamuk Consulting Services submitted a total bid of \$1,277,545.00 also First Nation owned, no schedule was included
- The original estimated cost is \$1,540,418.00
- The bid from First Nation Inc. is below estimated cost by \$90,860.00. First Nation Inc. is owned by members from Serpent River First Nation, they have included a Construction schedule of 52 weeks
- The bid by Wawasamuk is below by \$262,870.00. No schedule was included. There are concerns about the amounts allocated for site preparation may be inadequate

12. Community Questions and Answers

- Chief and Council addressed questions, comments and concerns from community members
- Community member raised concern about the fairness/competiveness of construction tender processes specific to the 5 Plex Housing tender and expressed that they should be open to all community members publicly. Chief discussed the need to carry out tenders clearly each time and ensure that they are inclusive to all contractors on Serpent River First Nation’s list
- Community member inquired about an Economic Development audit. Chief explained that that department is close to completion of said item
- Community member asked about Community Advancement Fund and how youth and community members alike can access the fund
- Community member inquired if there were any Political Office updates. They are as follows:
 - Deputy Chief Commanda acting as proxy at upcoming Chiefs of Ontario Annual Chiefs Assembly and Regional Chief Election, June 11-13, 2024
 - Chief Johnston at Anishinabek Nation Grand Council Chief Election, June 3-6, 2024

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- PCD distribution target is summer of 2024, anticipating August 2024
- Membership work continues to commence in regards to verifying our membership list, etc.
- Posted RHT Coordinator position has had one applicant thus far
- Upcoming RHT engagement sessions to focus on summary of finances, trust discussion, etc.
- Session 1 is in Serpent River First Nation at the Community hall on June 9, 2024 – 10am-1pm
- Session 2 is in Toronto at the Delta Chelsea Hotel on June 10, 2024 – 4pm-8pm
- Session 3 is in Ottawa at the Novotel Ottawa City Centre Hotel on June 20, 2024 – 4pm-8pm
- Session 4 is in Sudbury at the Holiday Inn Sudbury Hotel on June 24, 2024 – 4pm-8pm
- Session 5 is in Sault Ste. Marie at the Water Tower Inn Hotel on June 26, 2024 – 4pm-8pm
- Serpent River First Nation will begin the collection of banking information and answer any questions or concerns from community members at these sessions

13. Next Meeting Dates

- Tuesday, June 11, 2024

14.) Adjournment

MOTION: 2024-05-28-07	
That Chief and Council adjourn the Chief and Council Meeting of, Tuesday, May 28, 2024 at 8:19pm.	
Moved by	Shirley McLeod
Seconded by	
CARRIED	By Consensus

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