

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 July 9, 2024
Approved Minutes

Chair: Wilma-Lee Johnston

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

Regrets: None at this time

Director of Operations (IDOO): Tracey Seabrook, IDOO

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

Community members in person: 6

Attendees via Zoom: 13

Recording Secretary: Madelaine O'Neill, POLEA

1) Call to Order/Opening Prayer/Remarks:

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| - The duly convened Chief and Council meeting of Tuesday, July 9, 2024 was called to order at 6:00pm |
| - Opening prayer by Councillor Shirley McLeod |

2) Adoption of Agenda

MOTION: 2024-07-09-01

That Chief and Council adopt the Agenda for the Chief and Council Meeting of Tuesday, July 9, 2024 as amended

Moved by	John (Jack) Trudeau
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Seconded by	Shirley McLeod
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CARRIED	By Consensus
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| - Add item 7.a) Chief's verbal report |
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3) Declaration of Conflict of Interest:

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| - None at this time |
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4) Community Presentations

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

Recording Secretary:	Madelaine O'Neill	Date Approved	2024-08-27
2024-07-09 Approved C&C MINUTES		Motion of Approval	2024-08-27-02

a) Tuesday, May 28, 2024

MOTION: 2024-07-09-02	
That Chief and Council approve the Council Meeting Minutes of Tuesday, May 28, 2024 as presented	
Moved by	John (Jack) Trudeau
Seconded by	Michelle Owl
CARRIED	By Consensus

6) Business Arising from Minutes

a.) Community Health Plan

MOTION: 2024-07-09-03	
That Chief and Council have approved the Five year Serpent River First Nation Community Health Plan for April 2021 to March 2026	
Moved by	John (Jack) Trudeau
Seconded by	Kerri Commanda
CARRIED	By Consensus
<p>- 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:</p> <ul style="list-style-type: none"> • 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 <p>- A CHP 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</p> <p>- 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</p> <p>- The following documents were to be created/updated to ensure our Community Health Plan was complete:</p> <ol style="list-style-type: none"> 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 workplans 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. <p>- The Serpent River First Nation Health Department is leading a process of coming together to strengthen our community’s health by identifying and assessing our health needs and planning for a stronger future. Serpent River First Nation has undertaken the process of coming together to strengthen our community’s health by first conducting a Five Year Health Services Evaluation and then completing a Community Health Plan (CHP) to</p>	

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address our health needs. The objectives of our CHP are to give voice to our community’s vision for a healthy community; determine our health priorities (directions and paths); identify principles and a set of strategic actions; build commitment and capacity to carry out our plan; and evaluate how the plan is doing

- Using an approach to community health planning that empowers our community, honours our Anishinaabe culture, builds community skills and capacity, and includes participation and collaboration, we engaged Community members including Youth, Elders, health professionals, cultural staff, mental wellness staff, women and men, Chief and Council, agency and organization representatives

- The Community Health Plan was brought to the Mukwa Doodem on June 24th, 2024 and received the following recommendation:

Recommendation #2024-06-24-001

The Mukwa Doodem moves to approve and recommend to Chief and Council the Community Health Plan package as presented by Leila Macumber, Health Director on June 24, 2024.

Moved by: Barb Coughlin

Seconded: Tillie McLeod

CARRIED

- This item was brought back to Chief and Council pending Mukwa Doodem review and approval

b.) Elliot Lake Urban Housing Development Opportunity

MOTION: 2024-07-09-04

That Chief and Council authorize the Director of Operations with the Elliot Lake Urban Housing Development Opportunity and its associated funding applications

Moved by	John (Jack) Trudeau
Seconded by	Shirley McLeod
CARRIED	By Consensus

- 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
- This item was brought back to Chief and Council for approval after addressing concerns raised by community members at the Chief and Council meeting of May 28, 2024. Chief and Council reviewed the feedback and community input in consultation with the City of Elliot Lake before revisiting the matter

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7) **Reports**

a.) **Chief's Report**

MOTION: 2024-07-09-05	
That Chief and Council approve the Chief's verbal report	
Moved by	Shirley McLeod
Seconded by	Michelle Owl
CARRIED	By Consensus
<p>- Chief provided a verbal report on projects, meetings and engagements that she has attended since the last Chief and Council meeting of May 28, 2024. They are as follows:</p> <ul style="list-style-type: none"> • June 3 – O’Gimaa Kwe Roundtable Discussion: Discussion on dual-role leadership and lateral violence faced by women in Leadership • June 4-5 – Anishinabek Nation Election: Linda Debassige has been elected as the new Grand Council Chief, she won the vote 28-9 • June 6 – Community Capitol Projects Presentation: Serpent River First Nation Community Hall • June 7 – Litigation Management Committee meeting (LMC) • June 9 – Robinson Huron Treaty (RHT) Engagement Session – Serpent River First Nation • June 10 - Robinson Huron Treaty (RHT) Engagement – Toronto • June 11 – Litigation Management Committee (LMC) • June 14- Daycare Graduation: Serpent River First Nation • June 20 - Robinson Huron Treaty (RHT) Engagement – Ottawa • June 21 – National Indigenous Peoples Day: Serpent River First Nation Lifestyle Centre • June 24 – Litigation Management Committee (LMC) • June 24 - Robinson Huron Treaty (RHT) Engagement – Sudbury • June 26 – Hydro One Waasmoowin Energy Inc. • June 26 - Robinson Huron Treaty (RHT) Engagement – Sault Ste. Marie • June 27 – Elders Picnic: Serpent River First Nation • July 2 – Meeting with the City of Elliot Lake • July 3 - Litigation Management Committee (LMC) • July 4 - Litigation Management Committee (LMC) • July 5 - Litigation Management Committee (LMC) <p>- In summary, there were 5 meetings related to the Robinson Huron Treaty providing information to the community and 7 meetings regarding the Robinson Huron Treaty Litigation Management Committee (LMC) disbursement of funds, and legal issues</p> <p>- The Chief’s calendar had 22 notes relating to specific individuals (concerns/crisis/intervention) over the last six weeks, which is decreased from the month prior by 6</p> <p>- The Chief will be attending the following upcoming events:</p> <ul style="list-style-type: none"> • July 17 – Chiefs and Trustees Meeting • July 17 - Serpent River First Nation’s Annual General Meeting • July 22 – Community Safety and Policing Summit <p>- The Chief extended congratulations to re-elected Chief Nootchtai of Anishinabek Nation and newly elected Chief Cathy Bellfuille of Nipissing First Nation</p>	

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8) Doodem & Committee Minutes & Reports

a.) Wednesday, May 17, 2023 – Mukwa Doodem Draft Minutes

MOTION: 2024-07-09-06	
That Chief and Council approve the Mukwa Doodem Meeting Minutes of Wednesday, May 17, 2023 as presented	
Moved by	Shirley McLeod
Seconded by	John (Jack) Trudeau
CARRIED	By Consensus

9) Business Arising from Minutes & Reports

- None at this time

10) Standing Items

a.) Audits

- Serpent River First Nation 2021/2022 Annual General Meeting will be taking place on July 17, 2024 at 7pm in the Serpent River First Nation Community Hall
- Community member followed up on a request for a Management (audit) letter. Chief to follow up with community member

11) New Business

a.) Canadian Human Resources Tribunal Order 41 - Mount Lake Project

MOTION: 2024-07-09-07	
That Chief and Council support the application being made to Indigenous Services Canada for capital funding under Canadian Human Resources Tribunal Order 41 to enable the design phase of the Cultural Camp project to proceed	
Moved by	John (Jack) Trudeau
Seconded by	Steve Meawasige
CARRIED	By Consensus
- Serpent River First Nation has developed a detailed plan for a Cultural Camp on-reserve for on-reserve community members	
- Significant feasibility and planning work on the proposed Cultural Camp has now been completed, with all work supporting the project will be viable as envisioned	

b.) Canadian Human Resources Tribunal Order 41 - Child and Family Services Project

MOTION: 2024-07-09-08	
That Chief and Council support the application being made to Indigenous Services Canada for capital funding under Canadian Human Resources Tribunal Order 41 to enable the design phase of the Social Services Building project to proceed	
Moved by	John (Jack) Trudeau
Seconded by	Shirley McLeod

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CARRIED	By Consensus
<ul style="list-style-type: none"> - Serpent River First Nation has developed a detailed plan for an enhanced Social Services building to be located on-reserve within the community - The planned Social Services Building will co-locate more services at a single location and will offer more space and improved delivery of services to families and children residing on-reserve in the community, including family preservation and child protection services - Significant feasibility and planning work on the proposed Social Services Building has now been completed, with all work supporting the conclusion that the project will be viable as envisioned 	

c.) Canadian Human Resources Tribunal Order 41 - Roundhouse

MOTION: 2024-07-09-09	
That Chief and Council support the application being made to Indigenous Services Canada for capital funding under Canadian Human Resources Tribunal Order 41 to enable the Feasibility Phase of the Roundhouse project to proceed	
Moved by	Michelle Owl
Seconded by	Kerri Commanda
CARRIED	By Consensus
<ul style="list-style-type: none"> - Serpent River First Nation would like to develop a detailed plan for a Roundhouse located on-reserve for on-reserve community members 	

d.) Canadian Human Resources Tribunal Order 41 - Powwow Grounds

MOTION: 2024-07-09-10	
That Chief and Council accept support the application being made to Indigenous Services Canada for capital funding under Canadian Human Resources Tribunal Order 41 to enable the Feasibility Phase of the Powwow Grounds project to proceed	
Moved by	John (Jack) Trudeau
Seconded by	Michelle Owl
CARRIED	By Consensus
<ul style="list-style-type: none"> - Serpent River First Nation would like to develop a detailed plan for updating Powwow Grounds located on-reserve for on-reserve community members 	

e.) New Time and Attendance Vendor

MOTION: 2024-07-09-11	
That Chief and Council approve the Director of Operations to begin the process to seek out and engage with a new time and attendance program vendor and begin the transfer process once a new vendor has been chosen	
Moved by	Michelle Owl
Seconded by	John (Jack) Trudeau
CARRIED	By Consensus

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- Serpent River First Nation received notice that Advanced Solutions (Mitre Finch) Serpent River First Nation's current time and attendance Software is closing all of its Canadian and USA branches. They will provide support and service until December 31, 2024 at which time all support and services terminates. This includes software updates, maintenance and hardware
- Serpent River First Nation engaged with Advanced Solutions mid-2022. The full software and hardware was installed and running April 1, 2023. This program allowed all employees to sign in and out of work and make requests for leaves
- The current system has an end of life of December 31, 2024
- It is highly recommended that Serpent River First Nation seek out a new time and attendance program to be able to continue with the success of the current time and attendance process

f.) 2024/2025 Budget

MOTION: 2024-07-09-12

That Chief and Council approve the draft operating budget for 2024/2025 with revenue projected at \$19,269,073.40, deferred revenue of \$6,328,805.30, expenses of \$26,066,543.08 with a projected deficit of \$468,664.38. Chief and Council will be working with administration to pursue additional funding to reduce the deficit and an update will be provided at the budget reforecast in the fall of 2024

Moved by	Shirley McLeod
Seconded by	Steve Meawasige
CARRIED	By Consensus

- Ryan McLeod, Financial Consultant for Serpent River First Nation reviewed the 2024/2025 consolidated budget with Chief and Council which consisted of a detailed overview of Serpent River First Nation's projected revenues, expenses and allocations across all departments
- Serpent River First Nation's intent is to begin providing quarterly budget reports first at the Finance Committee level, which will then be brought to Chief and Council for final approval. It is anticipated that this process will begin in September/early October

g.) Robinson Huron Treaty – 100k Payout - BCR/Community Questions & Answers

- At the direction of the council of Serpent River First Nation, it's Trustee, Ogimaa Kwe Wilma-Lee Johnston, did vote in favour of approving the Settlement Agreement on September 1, 2023 in Bawaating (Sault Ste. Marie
- Serpent River First Nation did approve the one-time Amendment on the Compensation Distribution Agreement (CDA, 2012) on April 16, 2024
- Serpent River First Nation will distribute a portion of the Robinson Huron Treaty Settlement funds through a Per Capita Distribution to individual members and the remainder of the funds will be set aside in a collective Trust
- **MOTION:** That with respect to the Per Capita Distribution to individual members, Serpent River First Nation will distribute \$100,000 per eligible member
- Community members expressed concerns about the allocations towards the Per Capita Distributions and the Trust. Community members felt "that their voices were not considered in the decision making process."
- Chief and Council explained that they have fiduciary responsibilities and must adhere to the advice legal/financial advisors

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- Chief explained that Serpent River First Nation held numerous Robinson Huron Treaty related engagement sessions, which provided ample opportunity for both on and off reserve community members to voice their concerns, address questions and offer input. These sessions were part of Serpent River First Nation’s ongoing efforts to ensure that the community’s perspectives were heard and considered

- **Due to concerns and input raised by community members, the Band Council Resolution (BCR) was DEFERRED for further consideration before proceeding**

12. Community Questions/Answers

- Community inquired about the possibility of establishing a policing presence in the community. They extended an invite to the Chief to attend a meeting (Elder’s Council) scheduled for Sunday, July 28, 2024, where the discussion will focus on the relevant by-law

- Community member presented a letter to Chief and Council expressing concerns about “the First Nation’s ability to respond to crisis and the lack of transparency and accountability in respect to policies/procedures by both the Political Office and Administration as a whole.” Chief explained that Serpent River First Nation is actively working to enhance the community’s response to crises. She acknowledged that, in dealing with the recent crisis, every effort was made to utilize the available supports to the best of their ability but could not speak to any Human Resource (HR) issues. The situation was recognized as a learning experience, highlighting areas for improvement in future crisis management

- Director of Social Services and Culture also addressed the concerns raised by the community member and provided an apology if the department’s crisis response was perceived as falling short. The Director expressed a commitment to improving response efforts and ensuring that the community feels supported both now and in future crises

- Chief acknowledged that the organization is currently behind in updating its policies and procedures. She assured the member that efforts are underway to address this, but emphasized that the process does take time. Chief will provide an official response to the community member’s letter(s) through written communication

- Community member addressed the possibility of holding a community vote on Per Capita Distribution amounts. However, the Chief explained that this approach would delay the process and the distribution of funds to community. She acknowledged the concerns and noted the potential impact on timelines

- Chief reminded the community that if they have not yet received their voting package for the upcoming minors/arrears vote, it is because Serpent River First Nation does not have their updated mailing address. Community members were encouraged to update their mailing address with the Membership department to ensure they receive all necessary voting materials

12. Next Meeting Dates

C&C Duly Convened Meeting – Tuesday, August 27, 2024

13.) Adjournment

MOTION: 2024-07-09-13	
That Chief and Council adjourn the Chief and Council Meeting of, Tuesday, July 9, 2024 at 8:47pm.	
Moved by	Shirley McLeod
Seconded by	
CARRIED	By Consensus

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