

SERPENT RIVER FIRST NATION

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SRFN Chief and Council Meeting
Thursday, May 14, 2026
Approved Minutes

Chair: James Owl

Council: Erin Carne, Nicole Pelletier, Rebecca Csaszar, Angela Trudeau, Justin Urquhart, George Coughlin (zoom), Angela Trudeau (zoom)

Regrets: None at this time

Director of Operations (DOO): None at this time

Staff: Leila Macumber, Director of Health and Wellness

Recording Secretary: Madelaine O'Neill, POLEA

1) Call to Order/Opening Prayer/Remarks:

- The duly convened Chief and Council meeting of Thursday, May 14, 2026 was called to order at 6:00pm
- Opening prayer/smudge by Councillor Urquhart
- The Chief provided opening remarks and upcoming initiatives including community safety efforts, the upcoming Ten Thousand Turtles Water Walk (May 16) and the Annual SRFN Health Fair (May 15):
- 20 youth attended Jays Care Baseball Camp
- Summer student planning is underway, with meetings in Elliot Lake and Blind River to discuss student employment opportunities with interested students
- Resume and cover letter workshop to take place on May 19 from 4:30pm-6:30pm in the SRFN Education Building
- For information purposes, the Chief also clarified that Council had previously approved the advancement of the \$12k distribution payment (December 2025) in anticipation of the returned Robinson Huron Treaty Litigation Fund (RHTLF) legal fees; with the payment consisting of \$4k from returned RHTLF legal fees and \$8k from accrued interest on the funds at that time. Further, that other treaty First Nations are now beginning to issue legal-fee related payments; however, Serpent River First Nation had addressed these payments earlier, in anticipation of the returned RHTLF legal fees

2) Adoption of Agenda

MOTION: 2026-05-14-01

That Chief and Council adopt the Agenda for the Council Meeting of Thursday, May 14, 2026 as amended

Moved by	Rebecca Csaszar
Seconded by	Erin Carne
CARRIED	By Consensus
- Error on item(s) 8) a/b Housing and Infrastructure Meeting Minutes "year 2025 not 2026"	

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3) Declaration of Conflict of Interest:

- Councillor Trudeau declared conflict on items 8) a-d "Housing and Infrastructure Meeting Minutes"

4) Community Presentations:

a) Lake Huron Tributaries

- Council received preliminary information and briefing materials regarding the Tributaries First (TF) Initiative, an Indigenous-led watershed stewardship, governance, education, and environmental monitoring initiative focused on the protection of tributaries and watershed systems connected to the Great Lakes Basin and Lake Huron region

- This initiative also references concerns related to the Darien Trap Rock Quarry and the importance of assessing potential long-term impacts through a water and watershed protection lens, including environmental impacts, groundwater systems, wetlands, and connected waterways flowing toward Lake Huron. As well, may further align with ongoing environmental and community-based efforts, including the annual Water Walk and the Ten Thousand Turtles initiative

- It was noted that a formal presentation had originally been anticipated (Ken Meawasige); however, additional time was requested prior to a full presentation and discussion

- Further discussion took place regarding potential opportunities for future community engagement activities and the possible use of previously identified environmental-related funding sources

- Following discussion, the matter was referred to the Marten Doodem (Lands and Environment Committee) for further review and consideration, with additional information and recommendations brought back to the Chief and Council table in the future

5) Approval of Previous Minutes

a) Thursday, April 23, 2026

MOTION: 2026-05-14-02

That Chief and Council approve the previous Council Meeting Minutes of Thursday, April 23, 2026 as presented

Moved by	Rebecca Csaszar
Seconded by	Justin Urquhart
CARRIED	By Consensus

6) Business Arising From Previous Minutes:

a) North Shore Proposed Forest Changes

MOTION: 2026-05-14-03

That Chief and Council approve the proposed amendment to the 2026 North Shore Forest Operating Plan as presented by the Ministry of Natural Resources (MNR)

Moved by	Justin Urquhart
Seconded by	Erin Carne
CARRIED	By Consensus

- This item was brought back for further discussion and clarification following Council's previous review of the proposed administrative amendment to the 2020-2030 North Shore Forest Management Plan

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- The proposed amendment relates to adjustments in the classification and location of specific harvest within the existing approved 10-year management framework
- Recent discussions with Interfor and Ministry of Natural Resources (MNR) representatives resulted in amendments to the current year operating approach
- Council proceeded with final approval of the proposed operating plan amendment while reaffirming the importance of continued engagement on forestry and environmental matters

7) Reports:

a) Chief's Report

MOTION: 2026-05-14-04

That Chief and Council approve the Chief's Report dated May 14, 2026 as presented

Moved by Rebecca Csaszar

Seconded by George Coughlin

CARRIED By Consensus

- Chief presented his report for the period of April 18 to May 8, 2026, providing updates on ongoing operational, strategic, and community initiatives. Chief advised that recruitment for the Director of Operations position is ongoing, with interviews targeted for the week of May 11–15. Work also continues on updates to the SRFN Human Relations Manual, Finance Manual, and Health and Safety Policy
- Chief highlighted several internal priorities currently underway, including the RHT annuity audit and 2025–2026 annual audit with BDO, continued advancement of the Elders Long-Term Care initiative, summer student employment planning, strategic planning activities, membership vote preparations, and gap analysis work related to minors' annuity payment certificates. Updates were also provided on the Capital Planning Study, departmental financial reporting, and ongoing development of a funder database for agreement tracking and reporting purposes
- Council was further advised that planning is underway for Cutler Acid Site remediation training opportunities, community quarterly meeting preparations, and community engagement related to the First Nations Market Housing Fund. Chief also noted continued engagement with Hydro One capacity development planning and final reporting related to CHRT 41 projects
- Chief reported on several internal and external meetings attended during the reporting period, including meetings with auditors, strategic planning partners, health and safety teams, project development groups, and external agencies related to transportation, housing, environmental planning, and long-term care initiatives
- Community events attended included the Trust Development Transfer of Responsibility, Mental Health Week Kickoff, Red Dress Day activities, and the medical students (NOSM) welcome luncheon

b) Councillor's Report - Mississagi Park Foundation

MOTION: 2026-05-14-05

That Chief and Council approve the Councillor's Report dated May 14, 2026 as presented

Moved by Justin Urquhart

Seconded by George Coughlin

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CARRIED	By Consensus
- Councillor Csaszar provided an update on her first meeting with the Mississagi Park Foundation Board, noting the session was productive and focused on strengthening collaboration between partner communities and organizations - Board appointments were completed, with representatives selected for Chair, Vice Chair, and Secretary positions. Furthermore, the current team structure will remain in place until November due to upcoming election periods for participating partners - Discussion included several initiatives and opportunities connected to Mississagi Park, including a proposed videography project to document the park's history and preserve local stories and knowledge. The Board also discussed the importance of Lands Department representation, with support expressed for involving Serpent River First Nation staff with previous park experience - An update was provided on funding applications, including an unsuccessful Ontario Trillium Foundation submission, with follow-up discussions planned to explore next steps - Councillor Csaszar requested access to previous meeting documentation and emphasized the importance of maintaining communication and transparency with Serpent River First Nation leadership and administration - Additional discussions focused on summer student employment opportunities for Serpent River First Nation youth, advertising and promotion opportunities within the park guide, and tourism initiatives planned throughout the summer season, including astronomy and cultural-themed events - Plans are also underway for a park grand opening event later this spring - Overall, Councillor Csaszar expressed that the meeting was positive and highlighted opportunities for Serpent River First Nation to continue participating through tourism partnerships, cultural promotion, and employment initiatives	

c) ELNOS Report – Shirley McLeod

MOTION: 2026-05-14-06	
That Chief and Council approve the ELNOS Report dated April 28, 2026 as presented	
Moved by	Erin Carne
Seconded by	Rebecca Csaszar
CARRIED	By Consensus
- Shirley McLeod (Community ELNOS Board Member) provided an ELNOS Board update for March and April 2026 - The Board reviewed monthly financial statements, loan portfolio information, and other confidential reports - An update was shared that the ELNOS building elevator is now operational, though minor issues may continue over the next few weeks - Council was also advised of an upcoming Economic Development forum being hosted by the City of Elliot Lake Economic Development Department and the East Algoma Community Futures Development Corporation on May 12, 2026 - Additionally, the ELNOS Community Relations Committee will be reviewing bursary applications	

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d) Zah-geh-do-win Information Clearinghouse Report – Shirley McLeod

MOTION: 2026-05-14-07	
That Chief and Council approve the Zah-Geh-Do-Win Information Clearinghouse Report dated April 17, 2026 as presented	
Moved by	Rebecca Csaszar
Seconded by	Justin Urquhart
CARRIED	By Consensus
- Shirley McLeod (Community member representative) provided an update regarding the Manosaywin Nanotoojig Inc. - Za-Geh-Do-Win Information Clearinghouse meeting held April 16-17, 2026 - The report noted that the organization continues to provide healing and wellness resources to Indigenous groups, clients, and stakeholders through brochures, library materials, videos, and online resources - Day 1 discussions focused on policy development, including work on a Business Continuity Plan intended to support workplace safety. The Board also reviewed the Emergency Policy with minor revisions identified - Day 2 included continued policy development and a Board of Directors meeting. Updates were provided on ongoing personnel policies, quarterly financials, and recruitment efforts for a full-time Research Assistant/Indigenous Knowledge Coordination position. The Board will continue working on policy development at future meetings	

8) Doodem & Committee Minutes & Reports:

a) March 25, 2025 – Housing and Infrastructure Committee Meeting Minutes

MOTION: 2026-05-14-08	
That Chief and Council approve the previous Housing and Infrastructure Committee Meeting Minutes of March 25, 2025 as presented	
Moved by	Rebecca Csaszar
Seconded by	Nicole Pelletier
CARRIED	By Consensus
- Council reviewed the previous Housing and Infrastructure Committee Meeting Minutes dated March 25, 2025, from the prior Council term and approved them in principle as presented	

b) March 20, 2025 - Housing and Infrastructure Committee Meeting Minutes

MOTION: 2026-05-14-09	
That Chief and Council approve the previous Housing and Infrastructure Committee Meeting Minutes of March 20, 2025 as presented	
Moved by	Rebecca Csaszar
Seconded by	Nicole Pelletier
CARRIED	By Consensus
- Council reviewed the previous Housing and Infrastructure Committee Meeting Minutes dated March 20, 2025, from the prior Council term and approved them in principle as presented	

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c) May 1, 2025 - Housing and Infrastructure Committee Meeting Minutes

MOTION: 2026-05-14-10	
That Chief and Council approve the previous Housing and Infrastructure Committee Meeting Minutes of May 1, 2025 as presented	
Moved by	Rebecca Csaszar
Seconded by	Nicole Pelletier
CARRIED	By Consensus
- Council reviewed the previous Housing and Infrastructure Committee Meeting Minutes dated May 1, 2025, from the prior Council term and approved them in principle as presented	

d) June 5, 2025 - Housing and Infrastructure Committee Meeting Minutes

MOTION: 2026-05-14-11	
That Chief and Council approve the previous Housing and Infrastructure Committee Meeting Minutes of June 5, 2025 as presented	
Moved by	Rebecca Csaszar
Seconded by	Nicole Pelletier
CARRIED	By Consensus
- Council reviewed the previous Housing and Infrastructure Committee Meeting Minutes dated June 5, 2025, from the prior Council term and approved them in principle as presented	

e) February 11, 2026 – Migizii (Eagle) Doodem (Education Committee)

MOTION: 2026-05-14-12	
That Chief and Council approve the previous Migizii Doodem Meeting Minutes of February 11, 2026 as presented	
Moved by	Erin Carne
Seconded by	Rebecca Csaszar
CARRIED	By Consensus

f) March 11, 2026 – Migizii (Eagle) Doodem (Education Committee)

MOTION: 2026-05-14-13	
That Chief and Council approve the previous Migizii Doodem Meeting Minutes of March 11, 2026 as presented	
Moved by	Justin Urquhart
Seconded by	Nicole Pelletier
CARRIED	By Consensus

g) April 8, 2026 - Migizii (Eagle) Doodem (Education Committee)

MOTION: 2026-05-14-14	
That Chief and Council approve the previous Migizii Doodem Meeting Minutes of April 8, 2026 as presented	

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Moved by	Erin Carne
Seconded by	George Coughlin
CARRIED	By Consensus

9) Standing Items:

a) Audit Update

- An audit update was regarding the 2025/2026 fiscal audit process
- Serpent River First Nation has submitted its assignment of auditor statement to Indigenous Services Canada (ISC), with BDO confirmed to complete the audit
- Serpent River First Nation staff continue working with BDO to transfer financial information and supporting documentation for review
- Council has previously requested an additional audit focused specifically on the Robinson Huron Treaty Past Annuities Settlement Funds for the period of August 1, 2024 to present, in which BDO has identified a target completion date of June 15, 2026
- Administration has advised that further updates on timelines and any variances are expected by the end of May 2026

i) Q4 Year-to-Date Financial Report

- A Q4 Year-to-Date Financial Report as of March 31, 2026 was presented to Council for information purposes. The report compared actual revenues and expenditures against the approved 2025–2026 budget and had previously been reviewed and approved at the Finance Committee level
- Administration advised that total revenues for the fiscal year were approximately \$22.4 million compared to the budgeted \$28.2 million. Major revenue sources included Indigenous Services Canada (ISC) funding and interest/other revenue. Total expenses were reported at approximately \$17.3 million compared to the budgeted \$23.8 million
- Variance explanations were provided in several areas, including wages and home construction/subcontractor costs. It was explained that vacant positions contributed to lower wage expenditures, while Administration continues working with the Housing Department to review construction-related variances
- Overall, Serpent River First Nation reported a surplus position of approximately \$5.1 million at the end of the 2025–2026 fiscal year when excluding the Robinson Huron Treaty (RHT) settlement funds and associated costs

b) Community Safety

MOTION: 2026-05-14-15

That Chief and Council direct that Community Safety be transitioned from a standing agenda item at regular Chief and Council meetings to the Committee level for ongoing review, discussion and recommendations

Moved by	Nicole Pelletier
Seconded by	Rebecca Csaszar
CARRIED	By Consensus

- Councillor Carne provided a community safety update and advised that call-outs for an OPP Detachment Board representative as well as the Community Safety and Emergency Management Committee have been circulated to the community, with several submissions received to date

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- Council discussed the Community Safety standing agenda item and motioned that with the development of the Community Safety and Emergency Management Committee, ongoing community safety matters would be more appropriately reviewed at that level moving forward

c) Quarterly Meetings

- Council reviewed the draft poster for the upcoming Quarterly Meeting (Q2) scheduled for Saturday, June 27, 2026 and directed Administration to proceed with public posting
- Chief explained that the Q2 meeting will follow a similar structure to the previous Q1 meeting, with the Spring 2026 Membership Vote incorporated into activities. As well, that the previously proposed date of June 21, 2026 was deferred due to overlapping cultural and community events

d) Governance Manual

MOTION: 2026-05-14-16

That Chief and Council direct that Governance Manual updates be removed as a standing agenda item and instead be brought forward under Business Arising as updates and developments become available

CARRIED	By Consensus
- Serpent River First Nation has maintained a Governance Manual since 2005, with updates occurring periodically over the years. During the previous Council term, work to formally update the manual was identified and funded; however, the project was not completed - In December of 2025, the current Chief and Council identified the need to complete a comprehensive Community Strategic Plan that would identify key areas of focus for Chief and Council work planning - The current approach is to continue utilizing the 2021 Governance Manual while awaiting completion of the Community Strategic Plan (CSP), which is expected to guide future governance and policy updates aligned with community priorities - It was noted that the CSP remains on track for completion by June 30, 2026, and that efforts are underway to secure additional funding support for future law and policy development work - Council motioned that future Governance Manual updates be transitioned from a standing item to business arising as updates become available	

e) RHTLF/RHT

- Discussion took place regarding the Robinson Huron Treaty Litigation Fund (RHTLF) and related governance organizations/matters; specifically in relation to recent meetings and engagement sessions attended by Leadership
- Chief noted that, in some instances, materials related to proposed votes or decision-making processes had been provided with limited time for review, and advised that he had previously expressed concerns or opposition to certain items where additional time and consideration were required
- Concerns were raised by both Council and community members in respect to governance and the role that external organizations have in Serpent River First Nation decision-making processes and self-governance
- Various perspectives and suggestions regarding a potential go forward approach were discussed, including the possibility of future correspondence or formal positions, should Council deem appropriate

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- Following discussion, Council agreed that a dedicated working session (Chief and Council only) would be scheduled at a late date, to allow for further internal discussion and review prior to considering any further action; with updates to be brought forward as information becomes available and discussions progress

f) CHRT 41

- The three (3) community projects (Community Round House, Social Services Administration Building and Mount Lake Family Cultural Centre) are currently under review status, project number #PO71995
- No further requests have been received from CHRT 41 staff at this time
- Requests for Proposals (RFP) for architectural and engineering design have been sent to Architectural Firms that hold experience with CHRT 41 projects on First Nation in Ontario, including:
 - Smoke Architecture
 - 3rd Line Studio
 - Architecture 49
 - Bridgman Collaborative
- RFP submissions will be reviewed, if/when funding approval is communicated by Indigenous Services Canada (ISC)
- There is no commitment to proceed by Serpent River First Nation, should any of the projects not receive funding through CHRT 41

10) New Business:

a) Board Resignation – Serpent River First Nation Limited Partnership (SRFN LP)

MOTION: 2026-05-14-17

That Chief and Council formally accept the resignation of Germaine Trudeau-Elliott from the Serpent River First Nation Limited Partnership Board. Furthermore, Chief and Council direct the Serpent River First Nation Limited Partnership to continue or re-initiate the advertising process for the vacant position

Moved by	Rebecca Csaszar
Seconded by	Erin Carne
CARRIED	By Consensus
- Council reviewed correspondence regarding the resignation of Germaine Trudeau-Elliott from the Serpent River First Nation Limited Partnership Board of Directors - The resignation was submitted on March 25, 2026 and formally accepted by the Serpent River First Nation Limited Partnership Board by resolution on April 8, 2026 - The Board currently has four of its five positions filled and remains able to meet quorum requirements - The by-laws require representation from at least two gender identities on the Board at all times, including a female representative position - Following discussion, Council accepted the resignation and directed the Serpent River First Nation Limited Partnership Board to continue or re-initiate the advertising process for the vacant female representative position in accordance with the by-laws and appointment process	

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b) Membership Vote Process

- Council reviewed a briefing note regarding the Spring 2026 Membership Vote process and upcoming membership-related recommendations from the Loon Doodem (Governance & Membership Committee)
- An overview was provided of the current Section 10 membership process under the Serpent River First Nation Membership Code, which notes that applications are reviewed by the Loon Doodem prior to consideration by Chief and Council and/or community vote, where applicable
- Certain membership applications that meet eligibility criteria under the Serpent River First Nation Membership Code, such as applicants with two (2) Indigenous parents/grandparents, may be approved directly by Chief and Council, while those applications that do not meet such criteria, require approval through a community membership vote process
- Historically, membership votes have been facilitated through a combination of online and in-person voting methods and typically take place during the Spring and Fall of each calendar year
- Planning is underway for the Spring 2026 Membership Vote; with the event anticipated to occur on June 27-28, 2026 in alignment with the upcoming Quarterly Meeting
- The vote is expected to include both online voting through the OneFeather digital platform and in-person paper ballot voting opportunities. Staff will also be available onsite to assist members with accessing the platform and navigating the voting process
- Eligible voters must be registered Section 10 voting members, be eighteen (18) years of age or older in accordance with the Serpent River First Nation Membership Code, and have access to a valid email address and OneFeather account for online participation. A verified voters list will be uploaded to the OneFeather digital voting platform in advance of the vote
- Council was advised that approximately twenty (20) membership-related recommendations are anticipated to come forward at the next duly convened meeting, including recommendations for membership approvals by way of Chief and Council, referrals to community vote, as well as residency permit applications for consideration
- Approximately ten (10) additional membership applications remain incomplete and require further clarification or documentation prior to proceeding through the review process
- A Fall membership vote is anticipated to take place in mid-October of 2026; and any additional applications may be brought forward at that time to help ensure that applications continue moving through the process on a regular basis

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c) Minor's Certificates – Status Update

- Chief and Council were provided with an update regarding the status of the minors' certificates related to the 2024 Robinson Huron Treaty Per Capita Distribution (\$125K)
- The certificates were created as a commemorative token for eligible minors who are anticipated to receive their distribution upon reaching the age of majority (18 years old). It was clarified that the certificates are symbolic in nature only and are not legal or financial documents, nor do they represent an automatic release of funds. Eligible minors will still be required to complete any applicable application and verification processes once they reach the age of majority
- Previous work had been undertaken within the Membership Department to process and distribute certificates in batches. Administration noted that multiple batches had been printed and many were reportedly mailed; however, records indicate that some files may still require verification and it remains unclear whether all certificates were successfully distributed
- Several administrative and operational challenges impacting completion of the process were identified; including staff turnover within the Membership Department, outdated or unconfirmed mailing information, difficulties confirming parent/guardian information, and complex guardianship situations involving some minors. Administration noted that these factors have created challenges in accurately confirming outstanding or returned distributions
- Work remains ongoing to reconcile records, identify outstanding certificates, and determine next steps. Though, efforts are underway to improve tracking and record verification processes moving forward, with the goal of stabilizing the process by Fall 2026

d) Human Relations Manual Update

- Chief and Council were provided an update regarding the ongoing review and modernization of the Serpent River First Nation Human Relations Manual
- The draft updated Human Relations Manual has now been circulated for Council review
- Concerns had previously been identified regarding gaps in workplace policies and the need for a more comprehensive and current policy framework to guide employees and management
- The Serpent River First Nation Human Resources Department, along with Senior Management, engaged Singleton Consulting Corporation to assist with updating the Manual. The consultant (John Singleton) involved was also the original author of the 2021 Serpent River First Nation Human Relations Manual, which was previously endorsed by Council
- Since early March 2026, the Human Resources Department alongside Senior Management have been meeting bi-weekly with the consultant to review and amend the 2021 document. Updates have focused on aligning the manual with current legislation, workplace best practices, and Serpent River First Nation cultural values
- Due to the size and complexity of the document (100+ pages), Council will require additional time to review the material in detail and will bring the matter back for further discussion at a future duly convened meeting
- Following Council review and any final revisions, the intent is to present the finalized manual to staff at the upcoming all-staff meeting on June 17, followed by ongoing training and implementation supports
- Ongoing review and updates to policies and procedures will continue to ensure they remain responsive/current to changing legislation and best practices

e) CDWAI Update

- Deferred

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f) First Nations Drinking Water Compensation Update

- The First Nations Drinking Water Settlement, was approved by the courts in December 2021 to address harms experienced by First Nations communities impacted by long-term drinking water advisories
- Serpent River First Nation was recognized as an impacted community under the settlement due to the long-term water advisory in place from September 1, 2015 to November 8, 2017
- In addition to individual compensation provided to eligible members, impacted First Nations communities also became eligible for community compensation funding. Since 2024, Serpent River First Nation has received three (3) settlement-related payments, totaling approximately \$937,853.01
- The Serpent River First Nation Finance Department has been directed to review appropriate processes and reserve allocations to ensure the funds are properly recorded and available for priority community initiatives
- Consultation with BDO is underway regarding appropriate financial treatment and transfers
- Through previous community engagement sessions and Chief and Council planning discussions, several priority areas were identified, including community signage, security camera systems, traffic calming measures such as speed bumps, lighting improvements, sidewalks, and other community safety initiatives
- Given the origin and purpose of the settlement funds, investing in projects that improve overall community safety and wellbeing would align with the intent of the funding
- Additional information and recommendations regarding proposed initiatives and potential allocation approaches will be brought forward to Chief and Council as discussions and planning progresses

g) Administrative Support Position – Trust Development Working Group (TDWG)

MOTION: 2026-05-14-18

That Chief and Council approve the hiring of one (1) Administrative Assistant on a contract basis to support the Trust Development Working Group (TDWG); to be in line with Serpent River First Nation salary guidelines, with a term commencing as soon as possible with an end date of December 18, 2026; and that the position be funded through the collective portion held by Serpent River First Nation from the Robinson Huron Treaty Past Annuities Settlement, with associated costs to be included as part of the contribution amount to the Trust upon its establishment, subject to a successful referendum

Moved by	Angela Trudeau
Seconded by	Erin Carne
CARRIED	By Consensus

- Council reviewed a briefing note regarding the proposed hiring of an Administrative Assistant on a contract basis to support the Trust Development Working Group (TDWG) and ongoing preparations related to the Robinson Huron Treaty Trust Deed referendum process
- As of May 14, 2026, the TDWG had convened approximately 24 meetings, with a significant number of additional meetings and community engagement sessions anticipated leading up to the proposed Trust Deed vote in November 2026
- Approximately 20 community engagement sessions are planned between June and September 2026, in addition to ongoing communication and coordination requirements
- The proposed position would provide administrative and logistical support for engagement activities, meeting coordination, communications, and related operational needs
- The position was proposed as a contract role, with funding to be allocated through the collective portion held by Serpent River First Nation from the Robinson Huron Treaty Past Annuities Settlement

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- Associated costs would form part of the overall contribution amount to the Trust upon establishment, subject to a successful referendum
- Additional administrative capacity is critical to support the TDWG's timelines and deliverables
- Subject to a successful vote and establishment of the Trust, the role could later be reassessed as part of a future operational structure for the Trust
- Following discussion, Council approved the hiring of one Administrative Assistant on a contract basis to support the TDWG, with compensation to be in line with Serpent River First Nation salary guidelines and the term commencing as soon as possible with an end date of December 18, 2026

2026 Summer Hours Schedule – Serpent River First Nation Administration

MOTION: 2026-05-14-19

That Chief and Council approve the 2026 Summer Hours Schedule for Serpent River First Nation Administration, effective June 1, 2026 and further that essential services remain operational during the period, with department leads responsible for ensuring adequate staffing coverage and alternative scheduling arrangements where required

Moved by	Angela Trudeau
Seconded by	George Coughlin
CARRIED	By Majority (1 Opposed – George Coughlin)
- A summer hours schedule for staff was proposed with the intent of providing Serpent River First Nation employees with increased flexibility and improved work-life balance during the summer months while maintaining operational coverage for essential services - The schedule will begin on June 1, 2026, with an end date of October 16, 2026 (first week of June through to the end of the week of Thanksgiving in October) - Employees will work Monday to Thursday from 8:00 a.m. to 4:15 p.m. with a 30-minute lunch break, and on Fridays from 8:00 a.m. to 12:00 p.m. without a lunch break - Summer hours will not be applied to weeks that include a statutory holiday; should a statutory holiday fall within a scheduled work week, the standard daily schedule for that week will be seven (7) hours per day. Employees will take the statutory holiday as their paid day off - Department leads will remain responsible for ensuring adequate operational coverage and that alternative schedules be developed where required, in consultation with Human Resources and operations	

11) **Community Questions and Answers:**

- Community member inquired whether Serpent River First Nation will hire additional staff to work in the Membership Department. Chief explained that staffing coverage is currently being managed through a split schedule approach, following the return of employee(s) from leave, and that an additional position will not be pursued at this time

12) **Next Meeting Date(s):**

- Thursday, May 28, 2026

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13) Adjournment:

MOTION: 2026-05-14-20	
That Chief and Council adjourn the Chief and Council Meeting of Thursday, May 14, 2026 at 8:37pm	
Moved by	Rebecca Csaszar
Seconded by	Erin Carne
CARRIED	By Consensus

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