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RECOMMENDATION ON PRESIDENT WALTER MINEAULT'S MISCONDUCT

The Métis Nation British Columbia ("MNBC") has asked me to provide an independent assessment regarding the suitability of President Walter Mineault to continue holding office, in light of serious allegations of misconduct and breach of fiduciary duty.

I. INTRODUCTION

The Board appointed Ms. Robyn Gervais, a lawyer, to conduct an independent investigation. On January 15, 2026, Ms. Gervais submitted a report in which she made several recommendations to the Métis Nation General Assembly ("MNGA") regarding the serious and sustained allegations under review.

It should be noted that President Mineault did not provide a response to numerous allegations of misconduct and breach of fiduciary duty. Based on the evidence before her, Ms. Gervais recommended that President Mineault be dismissed. I will address the allegations in greater detail.

II. CONSTITUTIONAL AND POLICY FRAMEWORK FOR DISMISSAL

The MNBC Constitution ("Constitution") and the Board Policy Manual ("Manual") establish clear legal and procedural grounds for dismissal.

- a. Article 24 of the Constitution states that a member of the MNBC shall not be removed for any reason other than as set out in Article 23.
- b. Article 23.8 of the Constitution dictates that a person is disqualified from being a Member of the MNBC if "They have clearly been identified as having breached their fiduciary duty to the Members or to Métis citizens".
- c. Policy B-3 (Code of Conduct Violations and Sanctions) empowers the Executive Committee, upon substantiating misconduct, to recommend disqualification pursuant to Article 23.8, which then requires ratification by a formal Board Motion.

The Gervais Investigation Report explicitly concludes that the threshold for a breach of fiduciary duty, which requires evidence of dishonesty, disloyalty, or bad faith, has been met.

III. DETAILED FINDINGS OF MISCONDUCT

The investigator's report details a deeply concerning pattern of behaviour that systematically violated MNBC's governance structure. The key substantiated findings supporting his dismissal include:

1. Breaches of Fiduciary Duty and Conflict of Interest

Ms. Gervais found that President Mineault repeatedly utilized his position to advance familial interests over the interests of the Nation, directly contravening Policy B-5 (Conflict of Interest).

a. The "Weekend Warriors" Incident:

- i. Ms. Gervais found that President Mineault breached his fiduciary duty by negotiating an inflated performance fee for his brother's band and pressuring MNBC staff to hire them. When the CEO properly declined due to the conflict, President Mineault engaged in a 40-minute phone call where he yelled at, abused, and intimidated the CEO, threatening to publicly accuse her of bias against his family.

b. The Kelly Lake Resolution:

- i. He participated in and advocated for a resolution that provided a direct material benefit to property partially owned by his third cousin. He failed to disclose this familial relationship to the Board and applied improper, confrontational pressure to directors who questioned the resolution.

2. Human Rights Code Violations and Gender-Based Discrimination

Ms. Gervais found that President Mineault directed a misogynistic slur at a female director and explicitly threatened to ensure her travel would never be approved again in the future. The investigator ruled that this "crude, gendered language", combined with an "explicit threat" leveraging his administrative authority over travel, constituted gender-based harassment and discrimination in contravention of the *BC Human Rights Code*.

3. Misuse of Authority, Retaliation, and Intimidation

Ms. Gervais also found that President Mineault consistently used his authority not to govern, but to control, punish, and silence dissent, violating Policy B-2 (Code of Conduct) and Policy B-7 (Role and Authority of the President).

a. Attempted Removal of the Treasurer:

- i. In a blatant violation of Policy B-0, which assigns financial oversight to the Treasurer, President Mineault attempted to unilaterally remove the Treasurer simply because the director "asks too many questions" regarding the President's expenses.
- b. Arbitrary Denial of Travel:
 - i. He arbitrarily refused to approve board travel for dissenting directors as a "mechanism of control" and punishment for their participation in the complaint process against him.
- c. Bullying and Harassment:
 - i. He engaged in a sustained pattern of hostility, which included berating staff, swearing at directors over the phone, and publicly criticizing directors during meetings to the point of causing physiological stress responses. At the Fraser Valley Métis Association Annual General Meeting, he acted so aggressively that another director had to physically intervene to prevent a physical altercation.

4. Unauthorized Unilateral Actions and Confidentiality Breaches

Violating the fundamental principle that the Board governs as a collective (Policy B-0), President Mineault routinely acted as a rogue operator.

- a. Financial Overreach:
 - i. He publicly announced that chartered community presidents would be compensated for attending the MNGA and committed \$10,000 in funding to the Prince George Métis Community Association, entirely without Board approval.
- b. Breach of Confidentiality:
 - i. Contravening Policy D-1 (In-Camera Meetings) and Policy B-6, he took to his personal Facebook page to publicly disclose confidential, in-camera Board deliberations regarding a rent supplement program to advance a personal narrative.

IV. THE MNGA RECOMMENDATION AND CONFLICT CONSIDERATIONS

On February 28 and March 1, 2026, the MNGA convened and reviewed a summary of these findings during an in-camera session where President Mineault was present and participated. Following this review, the MNGA voted to formally recommend that the Board remove him from his position.

Because most current directors are either complainants or victims of his misconduct, the Board faces a clear inherent conflict of interest in adjudicating this matter directly. Therefore, relying on

this independent recommendation ensures the integrity of the Board's decision at the upcoming March 25, 2026 meeting.

V. CONCLUSION

Based on the grounds set out in the Constitution and the Manual, as well as the uncontradicted findings of Ms. Gervais, I have no difficulty concluding that the Board ought to dismiss President Mineault from his position. It is regrettable that President Mineault chose not to respond to the allegations, which were presented to him clearly and fairly.

Yours Truly,

A handwritten signature in blue ink, appearing to read "Wally Oppal", is written on a light blue background.

The Honourable Wally Oppal, O.B.C., K.C.