



## MEETING MINUTES

<b>Meeting:</b>	CABINET MEETING		
<b>Date of Meeting:</b>	November 23, 2020	<b>Time:</b>	1:00pm
<b>Minutes Prepared By:</b>	Derek Robitaille	<b>Location:</b>	Microsoft Teams Video Conference

### Attendees

**Participating Cabinet:** President Clara Morin Dal Col, Vice President Lissa Smith, Ministers Dr. Kate Elliott, Paulette Flamond, Debra Fisher, Dean Gladue, Patrick Harriott, Louis De Jaeger, Susie Hooper, Raynie Gervais

**Regrets:** Shaughn Davoren (joined at 4:00pm)

**Staff:** Daniel Fontaine – CEO/Deputy Minister, Chris Gall – Chief Public Affairs Officer, Derek Robitaille – Executive Assistant to the President/Cabinet Secretariat, Lydia Stefan – Executive Assistant to the CEO

### 1. Welcome and opening comments by President Morin Dal Col

At 1:04pm, President Morin Dal Col stated the meeting will be recorded for minute taking purposes. Opening prayer was conducted by Raynie Gervais with a suggestion that a prayer rotation be implemented for future meetings.

#### 1.1. Adoption of Consent Agenda

The consent agenda was presented.

The following items were removed from the consent agenda:

#### Meeting Minutes

- 1.1.2. THAT the IN CAMERA decisions and reports of the October 15/16, 2020 Board of Director's Retreat be approved and declassified from confidential to non-confidential, in order to be publicly released;
- 1.1.3. THAT the minutes of the November 3, 2020 Cabinet meeting be approved and publicly released;
- 1.1.4. THAT the IN CAMERA decisions and reports of the November 3, 2020 Cabinet meeting be approved for internal information only.

It was MOVED by (Minister Hooper) and SECONDED by (Minister Gervais) THAT the items remaining on the consent agenda of the November 23, 2020 Cabinet meeting be approved, including the following items and motions:

- 1.1.5. **October Financial Report**
- 1.1.6. **Emergency Preparedness & Response Project**

THAT the Cabinet approves the Emergency Preparedness Committee Terms of Reference.

**CARRIED**



## 2. Adoption of Meeting Agenda

It was MOVED by (VP Smith) and SECONDED by (Minister Hooper) THAT the meeting agenda be approved as presented.

Amended

Under Ongoing Business, add:

8.2. COVID-19 and Elders Program Update

8.3. Métis Financial Corporation Update

8.4. Housing Update

**CARRIED**

## 3. Reports

### Findings of Dawson, BC Office closure:

Minister Flamond reported that the Northeast occupies approximately 10% of BC's land base and about 2% of BC's population with 54,700 residents along with an unemployment rate of 5.6%. There are approximately 948 registered MNBC members in the Northeast region with estimated projections for 3000 plus potential citizens. On November 3, 2020, a telephone discussion was held with Walter Mineault to inform him that the Cabinet had not voted to reverse the operational decision to close the Dawson Creek office which opened in October 2018. Instead, business advice and suggestions were offered, including rent negotiation which the landlord agreed to reduce to \$1000 per month, looking for a new office location with lower rent, and developing a business case to get industry partners to assist with the office. In those two years, MNBC has used \$62,400 of government funding to run a partially vacant office with services not being received as intended, including evidence of posts where the public have tried to contact the office for 7 months to no availability; therefore, with the potential formation of a digital government for MNBC, this type office is redundant, and supporting something that has drastically failed is not good governance. Instead, MNBC is requested to support the Northeast with funding for registry, economic development and housing.

It was MOVED by (Minister Flamond) and SECONDED by (Minister Fisher)

WHEREAS

- A. The Northeast Region is integral to our homeland and key to the historic presence of the Métis Nation in BC;
- B. The Northeast Region has potential for exponential growth in number of Métis citizens;

THEREFORE BE IT RESOLVED

THAT the Cabinet directs the CEO and staff to draft an action plan for a membership recruitment strategy for the Northeast region;

Further Resolved THAT this strategy will be submitted to Cabinet no later than February 15, 2021.

Amended

It was MOVED and SECONDED to amend the motion due to time constraints, to include an Economic Development strategy to be submitted to Cabinet no later than March 15, 2021.

**CARRIED**



## FINAL MOTION AS APPROVED

### WHEREAS

- A. The Northeast Region is integral to our homeland and key to the historic presence of the Métis Nation in BC;
- B. The Northeast Region has potential for exponential growth in number of Métis citizens;

### THEREFORE BE IT RESOLVED

THAT the Cabinet directs the CEO and staff to draft an action plan for a membership recruitment strategy for the Northeast region;

Further Resolved, THAT this strategy along with an Economic Development strategy is to be submitted to Cabinet no later than March 15, 2021.

## 4. Board Salaries

It was MOVED by (VP Smith) and SECONDED by (Minister Gladue)

### WHEREAS

- A. It was discussed at the Harrison Hot Springs Cabinet Retreat in October 2020 that current salaries for Cabinet Ministers were considered low compared to other Nations;
- B. The Western Compensation Benefit Consultants report on staff and elected official salaries was not sufficient to make a determination regarding a salary increase for elected officials;
- C. Staff were informally asked at the Harrison retreat to come back to the Cabinet within 6-8 weeks to provide recommendations on salary increases for elected Cabinet Ministers;

### THEREFORE BE IT RESOLVED

THAT Staff report back in December 2020 regarding options to provide the Cabinet with a base salary increase which would be retroactive to October 14th.

Amended

AMENDMENT MOVED by (Minister Hooper) and SECONDED by (President Dal Col) to allow debate of the motion as there was no support for it.

THAT the entire motion be struck and replaced with:

### WHEREAS

- A. COVID has negatively impacted the lives and businesses of so many of our citizens including their ability to pay rent and buy food;
- B. The current Board of Directors recently ran in the election knowing what the compensation and time commitment was for this role over the next 4 years;
- C. The current Board of Directors approved an increase to their salaries in October;
- D. Nobody from the current Board of Directors ran on a platform to dramatically increase the base salaries of elected politicians;
- E. Any increase to the base pay of politicians should be done in public view to ensure it is open and transparent;
- F. Any salary increase provided to elected officials will have to be taken out of funds from another citizen program or service;

### THEREFORE BE IT RESOLVED



THAT base salaries for elected officials remain frozen for a period of no less than one year and;

Further Resolved, THAT any future changes to base salary be done through an independent citizen panel review process supported by MNBC staff and that the terms of reference for the panel be brought to the Cabinet for approval.

**DEFEATED by a vote of nine against to one in favor**

## FINAL MOTION AS APPROVED

WHEREAS

- A. It was discussed at the Harrison Hot Springs Cabinet Retreat in October 2020 that current salaries for Cabinet Ministers were considered low compared to other Nations;
- B. The Western Compensation Benefit Consultants report on staff and elected official salaries was not sufficient to make a determination regarding a salary increase for elected officials;
- C. Staff were informally asked at the Harrison retreat to come back to the Cabinet within 6-8 weeks to provide recommendations on salary increases for elected Cabinet Ministers;

THEREFORE BE IT RESOLVED

THAT Staff report back in December 2020 regarding options to provide the Cabinet with a base salary increase which would be retroactive to October 14, 2020.

**CARRIED**

(Minister Hooper opposed)

(Minister Elliott abstained from the vote)

A Cabinet Minister wanted it noted for the record that the previous administration initiated a review of base salaries for elected officials by the Western Compensation & Benefits Consultants, in addition that a recorded timeline of those requests should also be provided. Another Cabinet Minister wanted it noted that the current administration had the option to move forward with the recommendations or do nothing with them. Furthermore, it was noted the current administration approved a motion at the Fall retreat in October at Harrison Hot Springs requesting staff and/or an external conduct a further review of Board of Director salaries and that a final report come back for consideration later this year.

## 5. Performance and Efficiency Reviews with Howegroup

PRESENTATION

### Modernizing Registry Systems & Processes:

Wynona Gianassi and Jennifer Hystad of Howegroup discussed the **purpose** of improving processes, efficiencies, reducing errors and moving towards being paperless, the **vision** to improve the reputation of the Registry, integrity of the data, and the citizen/application experience, and **scope** of reviewing the key Registry systems in order to begin modernizing the current registry systems and processes.

It was MOVED by (Minister De Jaeger) and SECONDED by (Minister Harriott)

WHEREAS

- A. The MNBC Registry is widely considered as one of the best in Canada;
- B. The database being used by Registry staff is in need of modernization;
- C. The database is critical for MNBC to pursue Section 35. Rights;
- D. MNBC has not conducted a business architecture review;



THEREFORE BE IT RESOLVED

THAT the Cabinet approve funding and recommendations outlined in the attached briefing note to update and modernize the Registry database and conduct a business architecture review.

**CARRIED**

When a company is determined to develop a database, more information is to be provided of where the data will be stored along with a plan that will need to be developed during transition period. Ultimately, the modernization of the Registry Systems and Processes will benefit both MNBC and more importantly, the citizens; therefore, moving forward, all future related discussions need to be taken into consideration.

It was MOVED by (Minister Elliott) and SECONDED by (Minister Harriott) THAT the Cabinet discusses the arising issues and rumours with regards to Métis ancestral connection in the regular December, 2020 Cabinet meeting.

**CARRIED**

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**Recessed at 4:25pm and reconvened at 4:35pm**

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## 6. Board Governance

### PRESENTATION

#### **MNPC Policy Renovation and Updating Project:**

Anne Cooper discussed the overview of the Renovation and Updating Project, functional policies that respect the diverse ministry mandates, process for good governance and administration, what MNBC has accomplished, and support going forward. Governance Committee will discuss in the future how MNBC can move into self-governance with the assistance from Anne Cooper in developing better policy procedures.

It was MOVED by (Minister Harriott) and SECONDED by (Minister Flamond)

WHEREAS

- A. The MNBC Board Policy manual needs to be amended from time to time to reflect the Board of Director's governance direction;
- B. There is no longer the position of Chief Financial Officer in our Nation;
- C. The MNBC is preparing to move towards self-government and Directors with portfolios are being described as Ministers responsible for their ministries;
- D. The MNBC Chief Executive Officer is being described as Deputy Minister;
- E. For the efficacious governance and direction of their ministry, Ministers need effective and responsive bilateral communication directly with their Deputy Minister.

THEREFORE BE IT RESOLVED

THAT Page. 30 of the MNBC Board Policy Manual under the section titled "BOARD/SENIOR MANAGEMENT RELATIONSHIP" be amended to read as follows:

The Métis Nation British Columbia believes there is a clear distinction between Governance (a Board role) and Management (a staff role). To ensure role clarity between the Board and the Chief Executive Officer in regards to the direction of staff, it is the policy of the Board that it reflect the Governance role of MNBC.



1. The Chief Executive Officer (CEO) receives his overall direction from the Board. In the case of individual portfolios, the Director of the Board responsible for the portfolio, works directly with the CEO and President to plan and set the direction of that portfolio. The CEO then directs the staff under that portfolio to carry out the work needed.
2. The Chief Executive Officer (CEO) reports to the Board of Directors regarding the overall operations of MNBC. The CEO reports to the Director portfolio regarding information pertaining to the ongoing fulfilment of the work within that portfolio.
3. No individual member of the Board has the authority to direct the activities of Staff either in Head Office or in the Regions of the MNBC. This does not restrict a Director from requesting information from the MNBC staff in order to better inform their decision-making process in their governance role.

Amended

AMENDMENT MOVED by (Minister Hooper) and SECONDED by (President Morin Dal Col)

THAT clauses 2./3. be struck and replaced with the following:

2. The Chief Executive Officer (CEO) reports to the Board of Directors through the President regarding the overall operations of MNBC. The CEO may work with a Director of a ministry portfolio regarding information pertaining to the ongoing fulfilment of the work within that portfolio.
3. No individual member of the Board has the authority to direct the activities of the CEO or other MNBC staff. This does not restrict a Director from requesting information from the MNBC staff in order to better inform their decision-making process in their governance role.

**MOTION DEFEATED by a vote of nine in favor to one against**  
(Minister Hooper opposed)

## FINAL MOTION AS APPROVED

### WHEREAS

- A. The MNBC Board Policy manual needs to be amended from time to time to reflect the Board of Director's governance direction;
- B. There is no longer the position of Chief Financial Officer in our Nation;
- C. The MNBC is preparing to move towards self-government and Directors with portfolios are being described as Ministers responsible for their ministries;
- D. The MNBC Chief Executive Officer is being described as Deputy Minister;
- E. For the efficacious governance and direction of their ministry, Ministers need effective and responsive bilateral communication directly with their Deputy Minister.

### THEREFORE BE IT RESOLVED

THAT after further debate and amendment, Page. 30 of the MNBC Board Policy Manual under the section titled "BOARD/SENIOR MANAGEMENT RELATIONSHIP" be amended to read as follows:

The Métis Nation British Columbia believes there is a clear distinction between Governance (a Board role) and Management (a staff role). To ensure role clarity between the Board and the Chief Executive Officer in regards to the direction of staff, it is the policy of the Board that it reflect the Governance role of MNBC.

1. The Chief Executive Officer (CEO) receives his overall direction from the Board. In the case of individual portfolios, the Director of the Board responsible for the portfolio, works directly with the CEO and President to plan and set the direction of that portfolio. The CEO then directs the staff under that portfolio to carry out the work needed.



2. The Chief Executive Officer (CEO) liaises with the portfolio holder regarding information pertaining to the ongoing fulfillment of the work within that portfolio.
3. No individual member of the Board has the authority to direct the activities of Staff either in Head Office or in the Regions of the MNBC. This does not restrict a Director from requesting information from the MNBC staff in order to better inform their decision-making process in their governance role.

REFERRED

It was **MOVED** by (Minister Hooper) and **SECONDED** by (Minister Gladue) THAT the final motion and amendment be referred to the Governance Committee for further review within the next four weeks.

A roll call vote was ordered, and the vote was as follows:

VP Smith – yes  
Minister Davoren – abstain  
Minister Elliott – abstain  
Minister Harriott – no  
Minister De Jaeger – no  
Minister Gladue – yes  
Minister Fisher – no  
Minister Gervais – yes  
Minister Hooper – yes  
Minister Flamond – no

**CARRIED by a vote of five in favor, four against, and two abstentions.  
(President Morin Dal Col voted yes to break tie)**

In addition to the Governance Committee meeting, it was noted that a review of the CEO's job description is in order to see if this motion poses a potential conflict.

## 7. Addressing Racism Recommendations

The Cabinet was provided short, mid, and long-term recommendations to approve by email for response to Mary Ellen Turpel-Lafond's pending investigation report prior to accepting a technical brief meeting invitation to be held via Zoom on November 24, 2020.

## 8. Legal

It was **MOVED** by (VP Smith) and **SECONDED** by (Minister Hooper) THAT the Cabinet goes **IN CAMERA** to discuss legal matters.  
**CARRIED**

It was **MOVED** by (VP Smith) and **SECONDED** by (Minister Hooper) to go **OUT OF CAMERA** at 7:00pm.  
**CARRIED**

### 8.1. Business arising from the Consent Agenda

#### Meeting Minutes

1.1.2. THAT the **IN CAMERA** decisions and reports of the October 15/16, 2020 Board of Director's Retreat be approved and declassified from confidential to non-confidential, in order to be publicly released;

1.1.3. THAT the minutes of the November 3, 2020 Cabinet meeting be approved and publicly released;



1.1.4. THAT the IN CAMERA decisions and reports of the November 3, 2020 Cabinet meeting be approved for internal information only.

The minutes were discussed by the Cabinet; however, a couple Ministers questioned what a consent agenda is and thought the minutes should include more context, despite best practices. The above noted minutes will be re-sent to those Ministers for feedback prior to referring back for approval next meeting in December, 2020.

### 8.2. COVID-19 and Elders Program Update

It was MOVED by (Minister Gladue) and SECONDED by (Minister Elliott) THAT without delay (48 hours) that the Métis financial Corp of BC is authorized to administer the \$500,000 worth of COVID-19 grants up to \$10,000 per Métis business with an administrative fee of 12.5% or \$62,500.

Amended

AMENDMENT MOVED by (Minister Gladue) and SECONDED by (Minister Elliott) that the deadline be changed to November 30, 2020 and to lower the administrative fee to 10% or \$50,000.

A roll call vote was ordered, and the vote was as follows:

VP Smith – yes

Minister Elliott – yes

Minister Davoren – yes

Minister Harriott – yes

Minister Gladue – yes

Minister Fisher – yes

Minister Gervais – yes

Minister Hooper – no

**CARRIED by a vote of seven in favor to one against**

(Minister De Jaeger and Minister Flamond abstained from the vote due to conflict of interest)

#### FINAL MOTION AS APPROVED

THAT no later than Monday, November 30th the Métis Financial Corp of BC will be transferred by MNBC Staff a total of \$500,000 worth of COVID-19 grants up to \$10,000 per Métis business with administrative fee of 10%

Since the previous Cabinet meeting held on November 3, 2020, the Cabinet has not heard an update on COVID-19 funding. Financial Corp. was asking whether or not admin fees were going to be coming off the \$500,000 amount and due to not being able to transfer funds within 48 hours, Chief Public Affairs Officer, Chris Gall is in communication with Métis Financial Corp. CEO Evan Salter to finalize contract by November 30, 2020.

The CEO reports he received a call from the Chair of the Board of MFCBC and they had not yet made a decision to accept these funds and wanted to be consulted in advance moving forward.

#### Elders Program:

MNBC staff have been working with Minister Gervais to finalize Elders program. Currently, the 'Elder Connect' piece is a process where we will be connecting with elders for the next 8-10 weeks, requiring the recruitment of one or two staff to take on project. Tanya Davoren has also recommended to Minister Gervais to add specific dollars to rent supplements and other existing programs to make sure the elders are guaranteed those dollars. Age bar is set to 60+ years of age, subject to the approval of Minister Gervais.



### 8.3. Housing Update

The Cabinet requested an update on Housing and Homelessness. Senior Director of Housing and Homelessness, Bailey Mumford is to provide a 2-page briefing note on latest status, to be reviewed prior to December, 2020 meeting.

### 9. Human Resources

It was MOVED by (Minister Hooper) and SECONDED by (Minister De Jaeger) THAT the Cabinet goes IN CAMERA to discuss Human Resources matters.

**CARRIED**

It was MOVED by (Minister Hooper) and SECONDED by (Minister De Jaeger) to go OUT OF CAMERA at 8:40pm.

**CARRIED**

### Future Meetings

#### 2020

Monday, December 14 – Teams Meeting

#### 2021

##### (PENDING DECISION)

January - Teams Meeting

February - In-Person

April - Teleconference

June - Cabinet Retreat

September - In-Person

October - Teleconference

November - Teleconference

December - In-Person

### Meeting Adjourned at 8:45pm

It was MOVED by (Minister De Jaeger) and SECONDED by (Minister Gladue) to adjourn the meeting.

### Action Items

1	Half-Day follow up on Strategic Planning discussion for December, 2020.	Person Responsible:
2	Have Governance Committee meet as soon as possible and elect a chair.	Person Responsible:



3	Develop process around Minutes/Policies of what goes IN CAMERA	Person Responsible: Chris Gall
4	Develop Recruitment Strategy for the Northeast region by no later than March 15, 2021.	Person Responsible:
5	Provide a 2-page Housing and Homelessness briefing note by December, 2020.	Person Responsible: Bailey Mumford

### Parked Items

1	Revisit AGM discussion in December meeting.
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# MÉTIS NATION BRITISH COLUMBIA

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## Approval Sheet

*Donna R*

Minutes prepared by: \_\_\_\_\_ Recording Secretary

*[Signature]*

Approved by: \_\_\_\_\_ Acting President

*[Signature]*

Approved by: \_\_\_\_\_ Secretary

Date: **January 22, 2021**