

MEETING MINUTES

Meeting:	BOARD OF DIRECTORS MEETING		
Date of Meeting:	April 28, 2025	Time:	9:00 AM
Minutes Prepared By:	Rachel Ouellette	Location:	Microsoft Teams

ATTENDEES

Participating Board of Directors:

President Walter Mineault
 Vice-President Melanie Allard
 Minister Allan Lavallee
 Minister Carmen Carriere
 Minister Danielle Bergevin
 Minister Dean Gladue
 Minister Debra Fisher
 Minister Louis De Jaeger
 Minister Patrick Harriott
 Minister Paulette Flamond
 Minister Raynie Gervais
 Minister Susie Hooper

Participating Staff:

Colette Trudeau, Chief Executive Officer
 Anna Maione, Chief Financial Officer
 Sasha Hobbs, Chief Strategy Officer
 Brent Weberg, Chief Operating Officer
 Peter Csicsai, Chief Relations Officer
 Marc Riddell, Executive Director, Communications and Community Engagement
 Ghazal Tohidi, Director, People and Culture
 Anisa White, Director of Governance and Corporate Secretary
 Tyler Thompson, Director, Internal Audit, Risk, Compliance and External Financial
 Barinder Lalli, Board Operations Manager
 Kayla Brow, Manager of Executive Operations
 Rachel Ouellette, Board Secretariat Coordinator
 Simran Bhatia, Board Executive Coordinator

Guests:

Jo Hoher, Cassels Consultant

Note: The agenda was varied by unanimous consent throughout the meeting. The minutes are recorded in the order listed on the agenda. Items added to the agenda at the meeting are at the end of these minutes.

1. Welcome

President Mineault called the meeting to order at 9:05 AM and welcomed everyone. Minister Gladue provided an opening prayer.

1.1. Traditional Territory Acknowledgement

President Mineault acknowledged the Kelly Lake Métis Society and the traditional territory of the Dunneza of which he was calling from.

Vice-President Allard acknowledged the Two Rivers Métis Society and the traditional territory of the Tk'emlups te Secwepemc of which she was calling from.

Region 1 - Minister Harriott acknowledged the Métis Nation of Greater Victoria and traditional territory of the Tsartlip and W̱SÁNEĆ peoples of which he was calling from.

Region 2 - Minister Lavallee acknowledged the Waceya Métis Society and traditional and unceded territories of the Kwantlen, Katzie and Semiahmoo First Nations People of which he was calling from.

Region 3 – Minister Gladue the Two Rivers Métis Society and the traditional territory of the Tk'emlups te Secwepemc of which he was calling from.

Region 4 - Minister Fisher acknowledged the Columbia Valley Métis Association and traditional shared territory of the Ktunaxa and Secwepemc Nations of which she was calling from.

Region 5 - Minister Gervais acknowledged the traditional territory of the Lheidli T'enneh which he was calling from.

Region 6 - Minister Hooper acknowledged the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples of she was calling from.

Region 7 - Minister Flamond acknowledged the traditional, ancestral, and unceded $\text{tr}x^w\acute{u}la?x^w$ (land) of the Syilx / Okanagan people of which she was calling from.

BC Women Chair – Minister Carriere acknowledged the Vancouver Sea to Sky Métis Association and the traditional territory of the Tsawwassen and Musqueam First Nations from where she was calling from.

BC Youth Chair - Minister Bergevin acknowledged the North Fraser Métis Association and the traditional territorial land of Kwikwetlem First Nation of which she was calling from.

BC 2SLGBTQIA+ Chair – Minister De Jaeger acknowledged the traditional, ancestral, and unceded $\text{tr}x^w\acute{u}la?x^w$ (land) of the Syilx / Okanagan people of which he was calling from.

Staff at HQ - Acknowledged the traditional and ancestral lands of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt and Tsawwassen First Nations. We respectfully acknowledge their stewardship of this land since time immemorial. MNBC recognizes the 39 Métis Chartered Communities we serve across British Columbia.

2. Adoption of Agenda

MOTION:

MOVED: Minister Fisher

SECONDED: Minister Gervais

RESOLVED:

THAT the agenda of the April 28, 2025 Board of Directors meeting be approved with the addition of:

- Marilyn Taylor - Memorial Bench
- Batoche Performing Artists Compensation
- Hudson's Bay

CARRIED UNANIMOUSLY

3. Adoption of Meeting Minutes

MOTION:

MOVED: Minister Gladue

SECONDED: Minister Flamond

RESOLVED:

THAT the minutes of the March 25, 2025 Board of Directors meeting be approved as presented;

AND THAT the minutes of the February 24, 2025 Board of Directors meeting be approved with the following amendments:

- *Agenda Item 4:*
 - Revise the language regarding the gender-based strategy to reflect that Council *Chairs* be involved in the consultation process; and
 - Add that MWBC Regional Representatives should be consulted with by the Community Representatives regarding the Safe Communities Fund.
- *Agenda Item 23:*
 - Strike the wording “there was a sense.”

CARRIED UNANIMOUSLY

4. Update on Action Items

The Board reviewed the Action Item List, updates were noted as follows:

- **20240422-02 Senate Annual Report to Board of Directors** - Senate working with Director of Governance and Corporate Secretary on the report template and will provide the reports quarterly. (In-Progress);
- **20241112-01 MWBC Resourcing** - \$40k per committee through Health-related funding. It is being added to the operating budget for 25-26 for board approval. (Complete); and,
- **20241209-01 Structure of Board of Director Meetings** - The Governance and Policy Committee is reviewing the structure of Board meetings and working on proposing any relevant suggestions for updates to the meeting format. (In-Progress).

5. Economic Development Way Forward (APPROVAL)

Peter Csicsai, Chief Relations Officer, Anna Maione, Chief Financial Officer, and Jo Hoher, Cassels Consultant, joined the meeting at 9:15 AM.

An overview was provided for the Economic Development Portfolio and the proposed way forward, focusing on the development of a corporate structure aimed at limiting risk and liability while protecting the Nation’s assets. The proposal includes exploring Limited Partnerships (LP) as a strategy to leverage tax benefits and mitigate potential risks. It was highlighted that corporations are typically not set up within Indigenous communities due to tax implications, but Limited Partnerships offer flexibility and tax advantages, with MNBC remaining the 100% Limited Partner. Clarification was provided on tax considerations, explaining that partnership income is allocated to partners based on their share, with the tax status of each partner determining how income is taxed.

Questions were raised regarding the possibility of retroactive taxes once the structure is in place and how the LP structure provides risk reduction through multiple layers of asset protection. Policy and insurance options were discussed, with an understanding that additional insurance could be added if necessary. The setup of these corporate subsidiary structures was acknowledged as a key step in safeguarding the Nation.

Concerns were raised about ensuring community consultation before signing any Memorandum of Understanding (MOUs). It was emphasized that the business entity (LP) must remain accountable to the Nation, while also being independent from the Board's direct decision-making process. The importance of keeping the two entities separate to avoid any crossover was underscored. A proposal was made to set a deadline for approval, with a follow-up meeting scheduled to clarify further details.

Discussion also covered environmental priorities related to the project, as well as the high-level structure of the current MOUs, which encompass the real estate, health, and energy sectors. It was agreed that the MOUs would be reviewed for approval at the May Board meeting, with a request for a second meeting to allow for a more in-depth discussion prior to the May Board meeting. Approval of the MOUs and the way forward will be included in the May Board agenda.

Jo Hoher, Cassels Consultant, left the meeting at 9:44 AM. Peter Csicsai, Chief Relations Officer, and Anna Maione, Chief Financial Officer, left the meeting at 10:15 AM.

6. Meeting Moves In-Camera

MOTION:

MOVED: Minister Gladue

SECONDED: Minister Fisher

RESOLVED:

THAT the meeting move in-camera.

CARRIED UNANIMOUSLY

The meeting moved in-camera at 10:16 AM.

The meeting moved out of in-camera at 12:26 PM.

Minister De Jaeger left meeting at 12:26 PM.

7. Lunch Break

Recessed for lunch break at 12:26 PM – reconvened at 1:01 PM

8. Board Calendar – July to December (APPROVAL)

Discussion focused on the timing and location of the July regional meeting, considering whether it should be held in person in Region 7 or virtually. Another suggestion was made to hold the August meeting in person following the Rendezvous in Region 1. To ensure fiscal responsibility, it was proposed that both the July and August meetings be held virtually, given the in-person meeting scheduled for September.

MOTION:

MOVED: Minister Gladue

SECONDED: Minister Lavallee

RESOLVED:

THAT the MNBC Board approve the following Board Meeting dates/venues:

- July 28-29 – Virtual;
- August 18 – Virtual;
- September 17-18 (Richmond) – In-Person;
- October 20 – Virtual;
- November 25-26 (Surrey) – In-Person; and
- December 15 – Virtual.

CARRIED UNANIMOUSLY

President Mineault rejoined the meeting at 1:24 PM.

9. CUEC - Cost of Feasibility (APPROVAL)

Anna Maione, Chief Financial Officer, and Tyler Thompson, Director, Internal Audit, Risk, Compliance and External Financial, joined the meeting at 1:26 PM.

An overview was provided regarding the Credit Union Exploratory Committee (CUEC) funding request for their feasibility study to establish a credit union. The initial budget was set at \$60,000, with \$30,000 allocated from MNBC and \$30,000 from the Métis Financial Corporation of BC (MFCBC). However, through the PFR process, the total project funding has been increased to \$100,000, with an additional \$20,000 approved by MFCBC, and the final \$20,000 now being requested from MNBC. A question was raised about whether these funds could come from the Infrastructure budget rather than the Board Discretionary Fund. It was confirmed that the initial \$30,000 was allocated to the Economic Development portfolio, and further review will be conducted to determine if the request can be covered by the Infrastructure budget. If not, the Board Discretionary Fund will be considered. The RFP process for the feasibility study was also noted, and Finance will assess the possibility of reallocating funds from the Infrastructure Budget. A letter will be sent to secure the contract worker, with coordination among the relevant parties.

MOTION:

MOVED: Minister Flamond

SECONDED: Minister Fisher

RESOLVED:

THAT the MNBC Board of Directors, as recommended by the Credit Union Exploratory Committee, approve an additional \$20,000, to support the feasibility study to explore the viability of the Métis-owned credit union in British Columbia.

CARRIED UNANIMOUSLY

Anna Maione, Chief Financial Officer, and Tyler Thompson, Director, Internal Audit, Risk, Compliance and External Financial, left the meeting at 1:43 PM.

10. People and Culture Policies (APPROVAL)

Brent Weberg, Chief Operating Officer, and Ghazal Tohidi, Director, People and Culture, joined the meeting at 1:43 PM. Minister Flamond left the meeting at 2:00 PM.

An overview was provided on updates to the Wellness Leave Policy, detailing the allocation of days for physical, mental, and medical/dental health. The carryover process for leave and year-end wellness balances was discussed, with clarification that the five carryover days are included in the total 15 wellness days per year. It was suggested to keep the 15-day total but eliminate the carryover option, and to refine the policy language for better clarity regarding carryover. Following this feedback, the Wellness Leave Policy will be revised and brought back to the Board for approval. Updates to the Personal Leave Policy were also reviewed.

MOTION:

MOVED: Minister Harriott

SECONDED: Vice-President Allard

RESOLVED:

THAT the MNBC Board of Directors, as recommended by the People and Culture Committee, approve the Personal Leaves of Absence Policy, as presented.

CARRIED UNANIMOUSLY

Brent Weberg, Chief Operating Officer, and Ghazal Tohidi, Director, People and Culture, left the meeting at 2:33 PM.

11. Break

Recessed for break at 2:34 PM – reconvened at 2:40 PM

12. Marilyn Taylor - Memorial Bench (APPROVAL)

Discussion noted that there is a memorial bench dedicated to Marilyn Taylor. It was proposed that a donation of \$1,500 be made toward the bench, with the funds to come from the Board Discretionary Fund.

MOTION:

MOVED: Minister Fisher

SECONDED: President Mineault

RESOLVED:

THAT the MNBC Board of Directors approve a donation of \$1500, to be allocated from the Board Discretionary Fund, towards a memorial bench for Marilyn Taylor.

CARRIED UNANIMOUSLY

13. Mandate Letters (APPROVAL)

Sasha Hobbs, Chief Strategy Officer, Anna Maione, Chief Financial Officer, Brent Weberg, Chief Operating Officer, and Peter Csicsai, Chief Relations Officer, joined the meeting at 2:34 PM.

A summary table outlining the Ministry Mandates was reviewed, with the letters reflecting each ministry's goals for their respective terms. It was noted that final formatting, including the consistent use of last names will be addressed before the letters are finalized for signature. For the Health and Wellness mandate, while the list of priorities was seen as strong, it was suggested that the content be streamlined to support more realistic implementation. As such, this letter will be set aside for further review and edits. It was also emphasized that Health Ministers must remain informed of provincial developments within their sector.

Clarification was provided regarding the Ministry of Housing, with a recommendation to create a separate portfolio for Poverty and Unhoused. For the Mental Health portfolio, feedback included strengthening language around dispute resolution practices grounded in healing, relationships, and community accountability, as well as enhancing access to culturally safe counselling services by removing references such as "stakeholder." Additional comments expressed general satisfaction with the mandate content and emphasized the importance of consistent, culturally relevant language across all ministries.

It was proposed that ministry letters be separated from Council letters, with broad support for maintaining consistent language across Council communications. A new line will also be added to each mandate letter to reflect commitments to federal accountability mechanisms, such as UNDRIP, with the Chief Strategy and Chief Relations Officers collaborating on this wording. All letters will be revised and returned for final approval at the May 28 to 29, in-person Board of Directors meeting.

14. Strategic Plan Quarterly Update (INFORMATION)

An overview of the Strategic Reporting Update covering the past 12 months was presented, highlighting significant activity across ministries and departments, with approximately 700 action items tracked across 30 areas. It was emphasized that ministries and departments will need to adopt a realistic approach in the new fiscal year to ensure sustained focus on these action items and internal goals. To support this, tighter key performance indicator's (KPIs) will be developed to provide more accurate and accessible data for analysis.

The Nation's overarching goals were reviewed, including how each ministry aligns with and supports these six goals. Ministerial performance was also assessed as part of the update. It was suggested that future quarterly reports include separate dedicated sessions to address specific items in more detail, allowing for deeper discussion and more effective meeting time. To support this, relevant data can be shared with the Board in advance of meetings. Overall progress across departments was also acknowledged.

Sasha Hobbs, Chief Strategy Officer, Anna Maione, Chief Financial Officer, Brent Weberg, Chief Operating Officer, and Peter Csicsai, Chief Relations Officer, left the meeting at 4:11 PM.

15. Division of the Ministry Rights, Negotiations and Justice (INFORMATION)

The Division of the Ministry Rights, Negotiations and Justice Briefing Note was distributed to the Board for information.

16. Batoche Performing Artists Compensation (DISCUSSION)

The discussion noted the importance of ensuring that artists are properly compensated under the Batoche budget, particularly given the increased number of performances this year due to shared main stage programming with Métis Nation–Saskatchewan (MN–S). Although the performance budgets have not yet been finalized, efforts are underway to ensure fair compensation for all artists. Further details will be reviewed once the budget breakdown becomes available, with follow-up discussions to occur among the relevant parties.

17. Hudson's Bay (DISCUSSION)

Discussion highlighted that the Hudson's Bay Company is selling historical items, and that, to date, no Métis voices have publicly responded. This was seen as an opportunity to collectively speak to Métis ancestry and heritage in relation to these items and the company's history. It was suggested that further exploration be led by Minister Harriott, with involvement from the legal team, the Ministry of Culture, Language, and Heritage, and Communications.

18. Decisions Released from In-Camera (INFORMATION)

The following resolution was released from In-Camera at the March 11, 2025 In-Camera Board of Directors Meeting:

THAT the MNBC Board of Directors, having reviewed both lease and purchase options, approve the purchase of an MNBC vehicle in the amount of \$58,931.22, which includes a five-year warranty, for use by the President for MNBC business, in order to gain the benefit of significant cost savings over the five years.

The following resolutions were released from In-Camera at the March 25, 2025 In-Camera Board of Directors Meeting:

THAT the MNBC Board of Directors approve the funding request from the Prince George Métis Association in the amount of \$12,000 for the 2025 Asham Stompers Event; and

FURTHER THAT the Prince George Métis Association provide a report back to MNBC following the event.

THAT the MNBC Board of Directors approve the funding request from the Cariboo Chilcotin Métis Association in the amount of \$2,000 for the Annual Jamboree taking place on August 8-9, 2025, in McLeese Lake; and

FURTHER THAT the Cariboo Chilcotin Métis Association provide a report back to MNBC following the Annual Jamboree event.

THAT the MNBC Board of Directors, as recommended by the Social Infrastructure Committee, approve the dissolution of the Métis Rent Supplement Program (MRSP) and Expanded Rent Supplement Program (ERSP), effective March 31, 2026.

THAT the MNBC Board of Directors, as recommended by the Social Infrastructure Development Committee, approve the creation of a Rent Credit Program for MNBC citizens living in rental properties owned by MNBC.

THAT the MNBC Board of Directors approve the MN-S/MNBC Mutual Recognition Agreement.

19. Committee Meeting Minutes (INFORMATION)

The following Committee Minutes were circulated to the Board of Directors for information:

- 2025-02-13 People and Culture Committee Minutes – APPROVED



- 2025-02-20 CUEC Minutes – APPROVED
- 2025-03-18 GAP Minutes – APPROVED
- 2025-03-27 CUEC Minutes – APPROVED
- 2025-04-02 Executive Minutes - APPROVED

20. Record of Decisions (INFORMATION)

The Board of Directors Record of Decisions was distributed to the Board for information.

21. Meeting Goes In Camera

MOTION:

MOVED: Minister Harriott

SECONDED: Minister Lavallee

RESOLVED:

THAT the meeting goes in camera at 4:26 PM

CARRIED UNANIMOUSLY

22. Adjournment

MOTION:

MOVED: Minister Gervais

SECONDED: Minister Harriott

RESOLVED:

THAT the meeting adjourn.

CARRIED UNANIMOUSLY

The meeting adjourned at 4:27 PM.

Approval Sheet

Approved by: [Signature] President

Approved by: [Signature] Secretary

Date: June 24, 2025