



GENERAL CHIEF AND COUNCIL MEETING
OCTOBER 12, 2021

Minutes of the Millbrook First Nation (MFN) General Chief and Council (Council) Meeting held October 12, 2021, at the Millbrook Community Hall, 72 Church Road, Millbrook, Nova Scotia, at 9:00 a.m.

CHIEF AND COUNCIL

PRESENT:

Chief Robert Gloade

Councillor Colin Bernard

Councillor Natasha Bernard

Councillor Alex Cope

Councillor Carley Gloade

Councillor Peter Gloade

Councillor Gordon Johnson

Councillor Ward Markie

Councillor Lisa Marshall

Councillor Stephen Marshall

Councillor Barry Martin

Councillor James Stevens

Councillor Leana Kennedy

REGRETS

None

STAFF:

Claire Marshall, Executive Director

Nigel Gloade, Communications Officer

Jonathan Lowe, Commercial Fisheries Director
(Item

Shelly Martin, In-House Legal Counsel

Housing Director, Lorne Paul

Housing Project Officer, Chantel Langille
Carolanne Corbin, Executive Assistant

RECORDING SECRETARY

Jessica Haji Mohamad, Administrative Assistant

GUESTS

Potential Business Partner (Item 2.1)

Community Member (Item 2.2)

Community Member (Item 2.2)

RCMP, Cpl. Natasha Jamieson (Item 2.4)

RCMP, Sgt. William Collier (Item 2.4)

1. PRELIMINARY MATTERS

1.1. Call to Order

Chief Robert Gloade called the meeting to order at 9:26 a.m.

1.2. Adoption of the Agenda

Related Information: Agenda for the October 12, 2021, MFN General Chief and Council Meeting.

Comments on the agenda: None

Consensus Decision: The agenda for the October 12, 2021, Millbrook First Nation General Chief and Council meeting was approved.

1.3. Adoption of Previous Minutes

Related Information:

- *Draft Minutes of the September 14, 2021, MFN Regular Chief and Council Meeting*
- *Draft Minutes of the June 8, 2020, MFN Regular Chief and Council Meeting*

Discussion ensued on:

- HEXO (formerly Zenabis) Investment – Chief Bob Gloade hasn't heard anything from them yet.
- A councillor asked if a speed bump was ever installed on top of Abenaki street– it did not happen, a councillor reminded staff to ensure that it's put there next year because it was agreed by consensus last June's meeting. It will be ordered and placed there for next spring.
- Did the Band Solicitor add the Sheet Harbour Wharf to the ATR Process? The Band Solicitor responded that she is currently working on it.
- The Executive Director stated that the First Nation's external lawyer, Dave English, put in his notice to retire, and she noted that all the MFN files are in his office.
- Burchell's law firm will be hired to support commercial, and property work as required.
- Burchell's have worked with many other Indigenous clients such as KMK and they have Indigenous lawyers working for the firm.
- Councillor Carley Gloade will provide the information regarding the internet with Bell for Community Wi-Fi (in-home high-speed internet) that had been explored previously.
- A Councillor suggested that we use plain language in the minutes.

It was MOVED (Councillor Alex Cope) and SECONDED (Councillor Stephen Marshall) Abstained (Councillor Ward Markie)- due to late arrival

That the Millbrook First Nation Chief and Council approves the minutes of the September 14, 2021, General Chief and Council meetings, as presented.

CARRIED

That the Millbrook First Nation Chief and Council approves the minutes of the June 8, 2020, General Chief and Council meetings, as presented.

TABLED

1.4. Business Arising from previous Minutes

Discussion ensued on:

- *Mass Casualty* held their information session at Legends.
- **Action:** MEEC have received the quotes for the *Smartboard*.
- **Action:** An eviction notice was issued to a tenant in a Millbrook owned house.
- **By-Law:** Minutes were thoroughly searched to see if a particular Millbrook owned house was transferred to someone else's name. It was not and therefore a notice will be issued to vacate the property so that it could go back into the housing stock for allocation.
- **Sheet Harbour Wharf:** Addition to reserve (ATR) Process update. Band Solicitor stated they've identified someone to do the survey as the first step of the application process.

2. DELEGATIONS

2.1. Business Proposal

Potential Business Partner joined the meeting.

The Potential business partner led the review of a presentation titled “Tourism Initiative” and highlighted:

- In the process of developing eco friendly wilderness cabins.
- The businessperson shared their entrepreneurial experience in the area.
- The goal of the initiative is so that people can stay at the cabins and be able to access various nature activities nearby such as, hiking, snow shoeing, biking, etc.
- The presenter felt that MFN would make a great business partner because of its economic development focus and believes Mi'kmaq culture is very important and could be incorporated into the accommodations design.

Discussion ensued on:

- A councillor asked how much the potential business partner is asking MFN for. They stated they would be looking for MFN to invest \$250,000.00
- What percentage would MFN own? 20% ownership was offered
- A councillor had concerns about the location based on the history of the land use and other industrial uses near it.

The Potential Business Partner departed the meeting.

2.2. Community and Neighbourhood Safety Concerns (In-camera discussion)

Related Information: Presentation titled “Regarding Community Safety”.

Community members joined the meeting.

Community members led a presentation referring to themselves as concerned community members. They highlighted the following:

- The members described a disturbing incident at their neighbour’s house
- It’s been 10+ years of complaints regarding their neighbour’s home
- Chief and Council should investigate the number of police reports from that house
- There was a past letter submitted regarding another violent incident in that home
- The concerned members believe that hard drugs are present in the home
- The community members asked when will C&C follow up

Discussion ensued on:

- The Executive Director will discuss a course of action with the Housing Director. A warning letter will be issued.

The community members departed the meeting.

2.3. Search Process for a new CFO

Leaders International an executive search company via Teams
Related Information: Proposal included in the Chief and Council Package

Key services

Executive Search Company – Laurie Sterritt, from Leaders International

- HR employment training – has been in her career, she is Indigenous from the Gitksan Nation
- Acknowledges barriers to employment for Indigenous people
- Leaders has a specific Indigenous practice, and the owner is of Indigenous ancestry
- What her team helps with is action
- Role as an outsider, they do their very best to learn about the context, what CFO candidates would be eligible. Create materials that would be used as a public document for market material
- Acting as an arm for MFN
- Keeping values aligned
- Create documentation and make it public/ do deep research
- Creating lists and proactively contacting people

What they would look for:

- Multiple businesses that the CFO is responsible for
- 200hrs from their team for this project
- They will choose a list of people that would be of great interest and narrow them down and interview
- Chief & Council will guide them on the decision (leading up to the final candidate).
- They will help them with the negotiations
- What are the areas that C&C want the CFO in
- They guarantee their work, if it doesn't work out with the candidate, they will offer to do the process again without the cost

Discussion ensued on:

- 12–14-week timeline
- A councillor recommended another organization here in NS with a lower price
- A councillor recommended an individual that might be interested in the position and suggested that he be contacted.

The Leaders International executive search team departed the meeting via Teams.

2.4. RCMP Report

Cpl. Natasha Jamieson and Sgt. William Collier joined the meeting.

Cpl. Natasha Jamieson provided an update over the past month highlighting the following:

- The September monthly Report was presented. Calls for service went up to 50 and they think it was because of proper reporting
- Human resources – Introduction to Sgt. William Collier and another operation member is back in office
- Road safety/School bus safety – Communications Officer included in the October newsletter, “safety tips” for the community
- Cpl. Natasha Jamieson stated she will most likely be the one going onto the bus, sharing with children the “safety tips”.
- Human-trafficking unit presentation occurred at the Community Hall
- Service providers, healing centre and health centre reached out
- Road hockey event went well. It was First Responders vs. Youth. (Future ones, covid proof of full vaccination will be required and therefore more planning)
- On the 28th, Elder Patsy Paul-Martin led an Eagle Feather Ceremony. Eagle feathers are smudged every year. The Chief and the Executive Director attended the ceremony.
- National Truth and Reconciliation Day went well and was an excellent turn out.
- “How to report” guide was given out to community members, and she believes this could be why there has been an improvement with reporting to RCMP

Discussion ensued on:

- Fireworks were going off before the weekend and community members were concerned. Maybe a noise curfew could be put into place for 11:00pm.

Sgt. William Collier

- Will be personally following up on calls and reports
- The new Sgt. will be more community engaged with files and reports
- He asked if the Chief & Council would consider a round table with RCMP, MCFS and Chief & Council?
- By-Law Officer needs to clarify to the team what their role is
- Full time positions at the detachment in MFN are needed
- Community policing model - Sgt. Collier is going to be doing a lot of listening and observing
- Costs (car, computer, etc) need to be considered when adding new resources
- Communication improvement between RCMP and Community members
- Reporting is extremely important
- Sgt. Collier reviewed the Millbrook and RCMP agreement

Discussion ensued on:

- A councillor asked, is there a way to have the RCMP report out to Chief & Council as to how many police reports are called in at a specific location or address?
- Security and By-Law should know where they are needed and where RCMP is needed and the role for security needs to be clear
- Suggestion that reports need to be given to RCMP from the MFN Security team (so they can utilize the information provided)
- The cost and length of term for the police service agreement needs to be approved by Chief & Council

- Community policing model needs to be re-established

Cpl. Natasha Jamieson and Sgt. William Collier departed the meeting.

3. POLICY DISCUSSION/DECISIONS

3.1. Housing Policy Update

Housing Director, Lorne Paul and Housing Project Officer, Chantel Langille

1. Highlights and bring forwards from previous meeting:
 - a. In the process of receiving funding from CMHC for previous years' new builds. Had house inspections on October 5th.
 - b. At the final stages of the RRAP this year
2. Key activities:
 - a. Chantel Langille started October 4th as the new Housing Project Officer under a Youth Internship program partially funded by CMHC
 - b. Reviewing new and old housing applications
 - c. Housing department wants to work with Millbrook members that are selected for housing. This will allow the Housing Dept. to build based on their individual needs and we will be able to give the houses out sooner.
3. Upcoming events (for information or for Chief & Council participation):
 - We are in the process of planning to visit other First Nation communities to review their housing departments. This will allow us to bring new ideas and strategies to implement in Millbrook's housing department.

Discussion ensued on:

- Heat pumps need to be cleaned (hire someone for maintenance)
- Spring/Fall clean up dumpster bins need a location

3.2. Proposal for MFN Housing Initiative

Related information: Concept proposal from Councillor James Stevens

MOTION

1. For the Executive Director and Housing Director to identify an adequate housing solution complex for both single adults and young professionals. And to ensure that this complex has a common area for life skill and social development.

Young Professionals:

- The Young Professionals housing module would provide 16 units and a multi purpose space that would serve to house and provide an area where life skills can be taught and an area to congregate for special events such as, birthday parties, dinners etc.
- A drafted preliminary design was presented by Councillor James Stevens
- This would be suitable for young single professionals
- MFN transitional housing initiative is designed to provide adequate lodging for up to 12 individuals who have been displaced or who may be homeless for whatever reason
- Several factors need to be considered such as:

- Community consultation would be needed to determine location of any new social housing
- A new point system would be created for the single units
- Complete costing and budget need to be determined
- Location needs to be determined

Discussion ensued on:

- A councillor asked if we could source it out to other businesses as well.
- A councillor asked, what do we prioritize? Would we be providing an accommodation for young professionals to move out, to decrease overcrowded living conditions? We need numbers and more information however the concept is worth reviewing.

It was MOVED (Councillor James Stevens) and SECONDED (Councillor Lisa Marshall)

That staff move forward in researching the need and provide more information to support housing for young professionals and that staff evaluate the concept of charging rent but holding onto all rent so that when they leave, they get it back to invest in more permanent housing.

CARRIED

Emergency Housing: MOTION

2. For the Executive Director and Housing Director to consider the modular style structure that has been adopted by the HRM and sourced through Kent Homes to provide emergency housing to homeless and displaced band members as this demographic is overlooked in our current housing structure. The housing should also provide a common area for life skills, training, addiction supports or whatever other communal beneficial initiatives may be of value.

Discussion ensued on:

- A councillor asked if there's funding for Emergency Housing?
- Councillor James Stevens stated that he has made some inquiries on potential sources of funding

It was MOVED (Councillor James Stevens) and SECONDED (Councillor Lisa Marshall)

Emergency Housing – for staff to move forward in researching numbers and more information.

/CARRIED

3.3. Fisheries Update- Moderate Livelihood Engagement

Related information: Millbrook Fisheries Director Report, Jonathan Lowe

Highlights and bring forwards from previous Chief & Council:

- a. Enquired into Elver fishing activity on the West River. Ryan Curwin (Elver Advisor at DFO) stated that all gear types including fyke nets are permitted on all licenced rivers. Names of companies/licence holders cannot be released for privacy reasons. Made a request for MFN to participate in any future elver advisory committee meetings, which was accepted. The next meeting is scheduled for December.
- b. Contracts with Millbrook Fisheries would like to have in place for this year. In the interim, Captains have been asked to sign a form acknowledging that contracts will be forthcoming; this acknowledgement is a condition of receiving LFA 35 lobster tags.
 - They will be required to sign contracts.
 - Creating licenses where they can be reissued the following year. It wouldn't mean they have ownership to the licenses. It's important to point out that they are licenses owned by the band.
 - There are certain expectations on what are the minimum requirements on what Moderate Livelihood is.
 - Community engagement and input is essential to develop and implement moderate livelihood treaty fishing opportunities.

Key Activities:

- a. Met with Barry Eisenhauer from Ulnooweg and Zach Whynot from Tri-Nav for a site visit in Sheet Harbour. A second quote is required, along with the development of a business case before proceeding with accessing funding for the installation of lobster holding infrastructure. The lights were replaced at the wharf with 400W LED fixtured in response to safety concerns and the electrical service posts adjacent to vessel berths repaired.
- b. Toured A&L Seafoods in Louisbourg and had an offsite meeting with plant manager Joe Anthony. Millbrook Fisheries continues to assess opportunities for acquisitions and/ or partnerships that would extract maximum value from MFN's snow crab quota and lobster landings.

Discussion ensued on:

- A councillor asked if we should start looking into courses for our members? MFN Fisheries Director stated that they recently did a review on training needs. MFN Fisheries Director stated that they recently did a review on training needs. There hasn't been a lot of new interest, but plans are being developed to promote fisheries capacity, training needs and new opportunities. In the interim, Millbrook Fisheries will be facilitating one-on-one training at the individual level.
- A councillor mentioned that it was discussed earlier in the year about MFN becoming a buyer. Is that something that we still want to do? Our Moderate Livelihood fisheries will need someone to buy the lobster. And where are they selling them now? The Fisheries Director responded with, that we'd need to investigate a buyer. Another councillor also mentioned that there are some designated buyers that want to buy the lobster but only Selects, however you will have a steady buyer which is reassuring.
- A councillor asked when they hosted the Community Engagement session, were they able to go over the plan at all? The Fisheries Director responded with that it was an introductory session to get band/community members thinking about specific issues and hearing their thoughts on conservation and moderate livelihood.

3.4. Women's Dream Gap Tour (Professional Female Hockey Nov 12-14)

It was presented and requested for MFN to invest in a sponsorship toward the *Women's Dream Gap Tour (Professional Female Hockey)*

- Sponsorship investment will provide access to female youth hockey players and families from across Nova Scotia's most vulnerable regions. This includes those residing in African Nova Scotian and First Nation communities.
- MFN will be aligned with the best female hockey players in North America and support the events community legacy fund facilitated through hockey Nova Scotia. The fund will focus on female empowerment and leadership while strengthening the pathways for more gender equity in sport.

Discussion ensued on:

- This sponsorship request was declined by Chief and Council
- Chief & Council stated that there are other areas where they could show support such as the possibility of purchasing tickets for community/band members
- They also stated that they would much rather prefer in funding toward MFN's hockey players
- It was agreed to direct the Executive Director to decline but possibly purchase tickets

3.5. Hockey Sponsorship (NS U15 Major)

It was requested by an off-reserve band member for MFN to invest in a banner sponsorship for their son who plays Major Bantam U15 Hockey for the Dartmouth Whalers.

- It was declined, because this would need to be done for every other hockey player that is a band member
- It was suggested that MFN investigate advertisements, marketing in the Halifax area from a business perspective. This would support all hockey players that are also band members.

3.6. Letter of Request for Support for the Millbrook Competition Pow Wow

Related information: Letter from a community member to request support for the Millbrook Competition pow wow

It was MOVED (Councillor James Stevens) and SECONDED (Councillor Leana Kennedy)
That the Millbrook First Nation Chief and Council approves the request to support the Millbrook Competition Pow Wow.
It was noted that the old budget needs to be found and MFN will contribute the same amount as before

CARRIED

3.7. Elections Timeline and appointment of Electoral Officer *Proposed Motion: That Millbrook First Nation appoint Brenda Tracey, an employee of Confederacy of Mainland Mi'kmaq as the electoral officer for Millbrook's 2022 Chief and Council Election.*

A BCR is required for this motion which the Band Solicitor will prepare.

3.8. Communication Strategy

The executive director described that she has a draft communications strategy. She wanted to complete the strategy before hiring more communications staff so that she had the full picture of what was required and what tasks are currently being done by the Communications Officer. It is clear that more resources are necessary to achieve greater transparency and communications to members. Internal communications are also necessary, and the executive director would like to work on re-branding with input from the Chief and Council, staff, and community members.

Discussion ensued on:

- A councillor suggested a quick summary of what occurred at the meetings be posted immediately following Chief and Council meetings.
- A councillor suggested the option of using a communications consultant instead of a new employee in the short term would be considered given the time and effort put into hiring new resources and while the executive director is still in the big picture planning phase.
- The executive director has a job description prepared for a communications manager.

4. COMMUNITY REQUESTS

4.1. Letters from Community Members

- Letter from band member – *Requesting Housing for return to MFN*
- Letter from community/band member, *requesting to be removed from MFN banned list with rationale.*
- Letter from community/band member, *requesting funding reimbursement. Was forwarded to Native Employment & Training Officer with receipt.*
- Letter from community/band member, *Business Introduction of Eagle Ridge Truck and Rentals. Requesting to attend the next Chief & Council economic development and projects meeting*
- Letter from community/band member, *requesting for her daughter to maintain the home while the homeowner is away*
- Letter from band member, *to change the housing request that they previously made.*

Discussion ensued on:

- Response for the first band members' letter is eligible to apply for housing. There was another letter attached written and signed by the previous Band Administrator in June 2004 stating that the band member would be eligible for housing upon their return home to MFN.
- A councillor mentioned that the individual that was banned from Millbrook has never been a disturbance within the community and that his name could have been mixed with

- A clearer process needs to be determined for banned persons, depending on the reason why they are banned. A minimalistic one, if they want to ever be removed from the banned list.
- A Councillor stated that they recently signed a cheque for the community/band members reimbursement and Chief & Council approves.
- Chief & Council would like for the community/band member to present their business proposal for Eagle Ridge in the next Economic Development meeting.
- Chief & Council approved that the community/band members daughter could maintain the home while the homeowner is away, without having to transfer the home into her name. The home will remain in the homeowner's name and will be revisited in three months.

It was MOVED (Councillor Lisa Marshall) and SECONDED (Councillor Ward Markie)

That the Millbrook First Nation Chief and Council approves the request to remove (specifically named person) from the banned person list.

ALL IN FAVOUR/CARRIED

It was MOVED (Councillor Alex Cope) and SECONDED (Councillor Carley Gloade)

That the Millbrook First Nation Chief and Council approves the request by community/band member to have her daughter maintain their home without transferring her name. The home will remain in the homeowner's name.

ALL IN FAVOUR/CARRIED

It was MOVED (Councillor Leana Kennedy) and SECONDED (Councillor James Stevens)

That the Millbrook First Nation Chief and Council approves the request by the band member to change their previous CP request.

ALL IN FAVOUR/CARRIED

4.2. Community Requests (provided by Councillor Lisa Marshall)

- The ramp at the hall is too narrow and the part where there's cement couldn't turn around, it's too small for wheelchairs and scooters needs to be widened by two feet it's difficult to navigate. Band members had to get ballots taken out to them because they couldn't get up the ramp during the federal election.
- Can we do orange crosswalks with feathers?
- University students were wondering if they can get a rent cut for a new apartment, or an old apartment. It's hard finding an apartment in Halifax that's safe for Millbrook members.
- There is a class action lawsuit for children who were apprehended by child protective services from 1996 to 2019. They may be entitled to apply for minimum pay-outs of \$40 thousand and more if they were abused while in care. So, anyone who's had their children apprehended or was apprehended themselves may be entitled to this compensation. Councillor Marshall suggests that a community information session on this topic be provided.

- With all the trauma in our community, can we bring in CISM crisis prevention course? The lady that runs it is from Boston. She trains Indigenous people, and her name is Sandy Scerra. She was at ground zero debriefing the firemen and NYPD for 911. She's known all around the world. And she knows our Indigenous ways.
- A fascia Board at pow wow grounds that wasn't stained is going to rot. Needs stain.
- Truth and Reconciliation Day; two band members that lead the event in two different areas did such an amazing job they should be acknowledged in some way. Our Elders were smiling and dancing. Kids were smiling, we have not seen that in 2 years.
- When are we meeting with the cannabis shops? The chief had promised this by Christmas time.
- Can we mail out newsletters to off reserve? We mail out grant applications anyway.

Discussion ensued on:

- Look into what is feasible for the Wheelchair ramp at the Community Hall.
- Feather Crosswalks to be done in MFN. Speak with Andrew Town of Truro.
- Investigate the old apartment building for the MFN University students and offer reduced rent.
- The Band Solicitor stated that it is yet to be determined what will happen with the class action suit and she will provide an update for the Community.
- CISM- A councillor suggested local people such as Lloyd Gould could help. Request to Health Director, for Trauma prevention services for Community/band members. The staff at Millbrook just completed a two-day trauma informed care course.
- A thank you should be sent out to those involved in organizing the Truth and Reconciliation Day event.
- A strategy will be discussed regarding the cannabis meeting.

Slow Pitch Complex – A letter was added and read by Chief Bob Gloade in Meeting

- The letter stated that if Millbrook were to build a slow pitch complex, that SPN Canada would be pleased to host the Nationals in 2023 in Millbrook.
- The Chief stated that this opportunity would help grow the sport
- The ball fields need to be updated in MFN community

Discussion ensued on:

- The power centre would be a great area to locate this in
- It would bring more opportunities for our community, such as concerts or events and employment
- Costs would need to be reviewed
- The Physical activity strategic coordinator and recommended community/band member can investigate costs and scope the area out
- Chief & Council want to give a recommended community/band member some small projects and get them more involved, this would be a good opportunity.

5. REPORTS

5.1 Executive Director, Claire Marshall's report and Staff Reports

- The Executive Director referred to the staff reports and the new template.
- The Executive Assistant started, and she has been a great addition, very competent and efficient.
- The Executive Director and other team members have been meeting with ISC to get caught up on reporting. There are quite a few outstanding reports that the ED was unaware of because the ISC contact said that because Millbrook is on a 10-year grant that reports this year weren't required however this is not the case.
- It's been challenging at times to work on the bigger picture, strategic items like the cannabis strategy, communications strategy, and strategic plan because the day to the day comes with lots of staff and community issues to manage and troubleshoot. She referenced that she did a short visioning exercise with the staff and a similar one could be done for the Chief and Council to update the strategic plan. A more fulsome strategic plan could be accomplished after the new Chief and Council are sworn in.

5.2 Financial Report

- MMP – two people are coming in a temporary basis to help with the Finance department since we lost one employee.
- Property Taxes – Will be provided for the next Council meeting
- Working on closing the credit union accounts
- 2020 Audit review scheduled for October 27th, at 9:00am.
- Suggestion – have a bank account open in the US
- Enterprise Credit will be coming up.
- Cash flow – has remained the same this month
- Apartment opportunity previously mentioned – off the table (has been purchased)

6. IN-CAMERA SESSION

6.1 Legal Update

7. CONCLUSION

It was MOVED (Councillor) and SECONDED (Councillor)

That the October 12, 2021, Millbrook First Nation Chief and Council General Meeting be adjourned

CARRIED UNANIMOUSLY
Time: Approximately 5:40 pm

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