

**Fishing Lake Metis Settlement
Regular Council Meeting Minutes
October 21st, 2025
9:00a.m.**

Council Present: Savannah Durocher, Chairperson
Tyson Brosseau, Vice Chair
Tania Daniels, Secretary Treasurer
Dwayne Laboucane, Councillor
Leslie Callioux, Councillor

Administration Present: Ryck Chalifoux, Administrator
Desiree Lacombe-Cardinal, Council Secretary

**Chairperson Savannah Durocher called the meeting to order @ 9:00a.m.
Administrator Ryck Chalifoux led the opening prayer.**

MOTION#FLMSRCM295/2025

Move to approve the review and adoption of the October 21st, 2025 Fishing Lake Metis Settlement Regular Council Meeting Agenda.

Dwayne Laboucane/Tyson Brosseau 4/0/0 CARRIED

MOTION#FLMSRCM296/2025

Move to approve the review and adoption of the September 3rd, 2025 Fishing Lake Metis Settlement Regular Council Meeting Minutes with corrections and Business arising as noted.

Dwayne Laboucane/Leslie Callioux 4/0/0 CARRIED

Business Arising from the September 3rd, 2025 Regular Council Meeting Minutes

-Burger Bar Update-Renovations on the building are required as well as some appliances. Administrator will have the Lessee's scheduled to attend the next Regular Council Meeting to answer any questions that Council may have.

-Tiny Home Update: The Tiny Home that was completed by FLMS Students has been placed at Riel Beach Properties, the second tiny home will be complete in January of 2026, the home placement will require a decision from Council.

Page.4-Councillor Leslie Callioux has had members notify her that they have applied for new windows and doors and were denied.

Councillor would like to know how members that haven't resided here for very long get approved for windows and doors before others that have resided for many years? That's not fair at all.

Page.4-Secretary Treasurer Tania Daniels would like to know the process for the Critical Repair List? The request in particular was made directly to the previous Chair & Council to address the issues with the home.

Page.4-Councillor Leslie Callioux would like to know when approving membership applications, do all get a probationary period or only some? When her children got membership, they were born and raised on settlement and still had probationary periods.

Page.5- Councillor Leslie Callioux would like to know if Mahikan Oil Corporation is still working on Settlement? yes, they are Administrator stated Oil & Gas is on the Agenda for later today and will have an update for Council.

Page.5-Councillor Dwayne Laboucane would like to know why agreements were signed so close to an upcoming election? Administrator notified Council that the agreements had been approved prior.

Page.7-Update on Membership Application Denial.
Administrator notified Council of the most recent matters between the Fishing Lake Metis Settlement and Non-Member.

Councillor Leslie Callioux would like to know if there is a process for billing members for dirty yards? Administrator notified Councillor that the Administration will carry out any directives that the Council may have.

MOTION#FLMSRCM297/2025

Move to approve hosting a General Meeting on Wednesday November 26th, 2025.

Tyson Brosseau/Tania Daniels

4/0/0

CARRIED

Secretary treasurer Tania Daniels states she has a concern with Security, when on shift one employee has been seen parking and not moving locations at all. The numbers to contact security are not posted for membership in case needed. Administrator notified Council that the numbers are not posted as Security is to

observe and report, we do not wish to confuse contacting Security over the RCMP when situations arise.

Break @ 10:05a.m.

Reconvene Meeting @ 10:20a.m.

Finance Director Nicole Durocher joined the meeting @ 10:20a.m.

Audit-Annual General Meeting will be held for members on Wednesday October 22nd, 2025 at 5:00p.m. Steven Kim will meet with Council at 3:00p.m. on this date.

Wage Review- Finance Director completed the wage review, the area of concern is the Public Works Department. There are some invoices that can be applied to bring down the costs. Finance Director is waiting on all of the invoices to be received to transfer funds, an increase in the budget will be required next year or looking at how to offset the costs.

Utility Stabilization- Finance Director attached draft version of the Policy with changes for Council review.

Financial Administration Bylaw- Finance Director would like to redraft the Bylaw, will bring to Council once complete.

MOTION#FLMSRCM298/2025

Move to approve the Utility Stabilization Assistance Program to members in the amount of \$381,234.00 amongst 165 homes, in the amount of \$2,310.50 per home.

Leslie Callioux/Tania Daniels

4/0/0

CARRIED

MOTION#FLMSRCM299/2025

Move to transfer \$204,520.00 from Main Account#00594793600 to Utility Stabilization Account#00617032300 for 2025 Utility Stabilization Allocation.

Leslie Callioux/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM300/2025

Move to approve Quarter 2 transfer in the amount of \$20,578.72 from LTA Housing Account#00555209579 to Utility Stabilization Account#00617032300.

Tania Daniels/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM301/2025

Move to close the following ATB Financial Account "LTA Housing" Account#818-00555209579.

Dwayne Laboucane/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM302/2025

Move to approve Quarter 2 transfer in the amount of \$7,513.95 from BIC Account#00616584200 to Utility Stabilization Account#00617032300.

Tyson Brosseau/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM303/2025

Move to approve Quarter 2 transfer in the amount of \$11,675.42 from Solar Project Account#00246385779 to Utility Stabilization Account#00617032300.

Dwayne Laboucane/Tania Daniels

4/0/0

CARRIED

MOTION#FLMSRCM304/2025

Move to close the following ATB Financial Account "Solar Project" Account#866-00246385779.

Dwayne Laboucane/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM305/2025

Move to approve Quarter 2 transfer in the amount of \$20,466.77 from ICCP Account#00407035679 to Main Account#00594793600.

Tyson Brosseau/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM306/2025

Move to approve Quarter 2 transfer in the amount of \$99,954.70 from the Education Society Account#00616717900 to Main Account#00594793600.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM307/2025

Move to approve Quarter 2 transfer in the amount of \$21,361.31 from Emergency Services Account#00617277600 to Main Account#00594793600.

Tania Daniels/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM308/2025

Move to approve Quarter 2 transfer in the amount of \$155,993.54 from ABIF Account#00617276800 to Main Account#00594793600.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM309/2025

Move to approve Quarter 2 transfer in the amount of \$66,144.48 from ICIF Account#00246185479 to Main Account#00594793600.

Dwayne Laboucane/Tyson Brosseau 4/0/0 CARRIED

MOTION#FLMSRCM310/2025

Move to close the following ATB Financial Account "ICIF" Account#866-00246185479.

Dwayne Laboucane/Tania Daniels 4/0/0 CARRIED

MOTION#FLMSRCM311/2025

Move to approve Quarter 2 transfer in the amount of \$71,220.00 from Map Review Account#00246154479 to Main Account#00594793600.

Tania Daniels/Leslie Callioux 4/0/0 CARRIED

MOTION#FLMSRCM312/2025

Move to approve Quarter 2 transfer in the amount of \$33,509.37 from Riel Beach Account#00616593100 to Main Account#00594793600.

Leslie Callioux/Tyson Brosseau 4/0/0 CARRIED

MOTION#FLMSRCM313/2025

Move to approve Quarter 2 transfer in the amount of \$48,624.22 from MSI Account#00437842379 to Main Account#00594793600.

Dwayne Laboucane/Leslie Callioux 4/0/0 CARRIED

MOTION#FLMSRCM314/2025

Move to approve Quarter 2 transfer in the amount of \$1,200.00 from William Desjarlais Account#00616762400 to Main Account#00594793600.

Tania Daniels/Leslie Callioux 4/0/0 CARRIED

MOTION#FLMSRCM315/2025

Move to approve transfer in the amount of \$5,300.00 from Main Account#00594793600 to Hillside Lease Account#00246255979.

Dwayne Laboucane/Tania Daniels 4/0/0 CARRIED

MOTION#FLMSRCM316/2025

Move to approve transfer in the amount of \$38,112.50 from Main Account#00594793600 to Map Review Account#00246154479.

Dwayne Laboucane/Leslie Callioux 4/0/0 CARRIED

MOTION#FLMSRCM317/2025

Move to approve transfer in the amount of \$24,641.50 from Main Account#00594793600 to Education Society Account#00616717900.

Leslie Callioux/Tania Daniels

4/0/0

CARRIED

Finance Director Nicole Durocher exited the meeting @ 11:28a.m.

Break for Lunch @ 12:04p.m.

Reconvene Meeting @ 1:04p.m.

Oil & Gas Michelle Arrigoni, Brent Lacombe Jr, & Garry Parenteau joined the meeting @ 1:04p.m.

Introductions to the Oil & Gas Team

Michelle Arrigoni is the Director of Oil & Gas; Brent Lacombe Jr is the Oil & Gas Trainee and Garry Parenteau is mentoring Brent with his many years of experience and knowledge within the Oil & Gas department.

Michelle asked Council if they had any questions with regard to the dossier provided by her department.

Brent gives some background on Ayik Energy

Ayik Energy

Ayik Energy requested a Direct Sale Mineral Access for one section in the southern portion of the Fishing Lake Metis Settlement, Council and the Administration through Fishing Lake Energy has successfully completed the mineral acquisition. Mineral Project License will require council review and approval. We are awaiting the survey to be completed first and then we can have the lease built. A D56 notification letter requires to be signed off by the settlement and the homeowner.

Vice Chair Tyson Brosseau would like to ensure that the Utility Stabilization is also covered when new companies are coming into the Settlement. Michelle and Brent confirm that yes, with the recent changes to the Surface Rates this includes the Utility Stabilization.

Garry Parenteau stepped out of the meeting @ 1:17p.m.

Mahikan Oil Corporation

Mahikan Oil Corporation is currently active on Settlement with numerous Mineral Lease/Master Development Agreements (Direct Sale; Bear Lake, & Acquired Mineral Rights from Lycos).

Reclamation assets acquired from the Lycos Acquisition, Reclamation is proceeding well, some reclamation certificates will be received soon.

Ayik Energy & Mahikan Oil Corporation MPL's will be coming forward at the November Meetings. Both companies also wish to schedule introductions with Council. Oil & Gas will be seeking a date to schedule this meeting.

Administrator Ryck Chalifoux gave Council an update on where the relationship with Canadian Natural Resources and the Fishing Lake Metis Settlement is currently at

Councillor Dwayne Laboucane suggests scheduling a meeting with Canadian Natural Resources to see where the partnership is at.

Oil & Gas Michelle Arrigoni, Brent Lacombe Jr exited the meeting @ 1:50p.m.

Housing Director Terry Parenteau joined the meeting @ 1:56p.m.

Update within the Housing Department.

Terry had previously given a dossier to Council upon being elected to Council which included Housing Policies and pertinent information with regard to the Housing Dept.

Currently there are fifteen members whom were approved for repairs and renovations, ten are complete leaving five remaining to be completed.

The purchase of one new home was completed and is scheduled to arrive in January of 2026, this home was allocated to a member due to his home being deemed not structurally sound.

Councillor Dwayne Laboucane would like to know which company the home was purchased from? Terry notified Council that the home was purchased from Jandel Homes in Edmonton.

Unit 38 can be posted to membership once vacant, currently the unit is being utilized by a family until their home move is complete.

Councillor Dwayne Laboucane has a concern with the RHI homes, there is a homeowner who is subletting his home and not residing in it, this goes directly against the agreement that was signed for these homes.

Housing Director was not aware but will be looking into the matter.

Vice Chair Tyson Brosseau & Secretary Treasurer Tania Daniels do not agree with evicting members due to lack off paying rent. Councillor Leslie Callioux states that there is an agreement that states the member agreed to pay the monthly amount.

Councillor Leslie Callioux would like to know if the rental units are cleaned prior to occupancy? Housing Director informed the Council that when units are becoming available for membership he posts for someone to clean the unit. Councillor Leslie Callioux has heard from a member that his unit was not clean prior to obtaining the unit.

Councillor Dwayne Laboucane states that there are policies in place for a reason and it is our job to follow these policies.

Councillor Leslie Callioux would like to know what the process is with members who have inherited debts from deceased members? when these debts are written off for deceased members why are there still members with the debts inherited? Administration explained that once the debt is inherited it is no longer under the deceased member in the books and that is how some have been missed.

Councillor Leslie Callioux would like to see a breakdown of members that still have inherited debts from deceased members.

Discussion on unit 75 and the occupant that currently resides in the home. Councillor Leslie Callioux would like to know what the process is for taking a rental unit back? Administrator notified Council that 30 days' notice must be given to the occupant in the rental unit.

Councillor Leslie Callioux would like to know for the rental units, is there a requirement for a deposit if you have pets? Housing Director informed council that yes, a pet deposit is required for pets in the Settlement owned Rental units along with no alterations to the rental units which means paint or renovations of any sort to the unit.

Housing Director Terry Parenteau states that the direction with Housing needs to be laid out with all five elected officials to see where they would like to go.

Housing Director Terry Parenteau exited the meeting @ 3:02p.m.

Administrator Report

Administrator read his report out loud for Council with most recent updates within the Administration.

Councillor Dwayne Laboucane would like to know about the agreements for the medic Services on Settlement. Administrator stated that we have Community Medics only. There have been no requests by Industry for medic services, the oil and gas department has been tasked with asking an outside service for this if required.

Secretary Treasurer Tania Daniels states that the vulnerable people in the community are not receiving the assistance needed, Administrator notified Council that recently with the Intergenerational Building we are attempting to address those situations for members who require assistance in the many different areas of Mental Health, Addiction and resources for those that are vulnerable. Council would like to know if services such as NAA & AAA can be provided? Can this also be a place for clothing and toiletries drop off?

MOTION#FLMSRCM318/2025

Move to approve the Administrator Report for October 21st, 2025.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

Council Correspondence

MOTION#FLMSRCM319/2025

Move to approve Sure Shot for a 2025 Fishing Lake Metis Settlement Business License.

Dwayne Laboucane/ Tyson Brosseau

4/0/0

CARRIED

Councillor Dwayne Laboucane stepped out of the meeting @ 3:56p.m.

MOTION#FLMSRCM320/2025

Move to approve a Critical Illness Request for Member Faye Laboucane on behalf of her mother Winnifred Laboucane in the amount of \$800.00.

Leslie Callioux/Tania Daniels

3/0/0

CARRIED

MOTION#FLMSRCM321/2025

Move to approve a Critical Illness Request for member Nichole Laboucane in the amount of \$300.00 for hotel room costs.

Leslie Callioux/Tyson Brosseau

3/0/0

CARRIED

Councillor Dwayne Laboucane rejoined the meeting @ 4:01p.m.

MOTION#FLMSRCM322/2025

Move to approve a Critical Illness Request for member Sarah Chalifoux in the amount of \$500.00 to attend a doctor's appointment in Edmonton, Alberta.

Tania Daniels/Leslie Callioux

4/0/0

CARRIED

Library Board Appointments

MOTION#FLMSRCM323/2025

Move to appoint Tania Daniels to the Fishing Lake Metis Settlement Library Board.

Tyson Brosseau/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM324/2025

Move to appoint Dwayne Laboucane to the Fishing Lake Metis Settlement Library Board.

Leslie Callioux/Tyson Brosseau

4/0/0

CARRIED

Resolutions for Ratification

MOTION#FLMSRCM325/2025

Move to ratify resolution approving to direct the Chair and Administrator to submit the Phase 2 application, as tabled, to the Aboriginal Business Investment Fund for an additional \$750,000.00 towards the completion of the FLMS Gas and Grocery Project.

Tyson Brosseau/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM326/2025

Move to ratify resolution approving tabling for Membership review the studies and appendices to the Canco Gas and Grocery Project including:
The Phase 2 ABIF Application for \$750,000; The Level 1 Environmental Study and Wildlife Conflict Management recommendations developed by Blackfly Environmental; and, The work plan, budget, and business plan supplemental developed by the FLMS Administration. All engineering and technical specifications; The Canco Franchise agreement; Any summaries, posters, PowerPoints, or presentations of the above.

Leslie Callioux/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM327/2025

Move to ratify resolution Directing the Chair and Administrator to invite technical and leadership representation from the Government of Alberta for a sod-turning celebration for the new CANCO Store.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM328/2025

Move to ratify resolution approving a Community Fund Loan for Member Kathleen Calliou for Direct Energy Account#780053048259 in the amount of \$1,196.79 with the exception that it is to come off in full from Utility Stabilization.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM329/2025

Move to ratify resolution approving a Community Fund Loan for Member Ruby Lajimodiere for Direct Energy Account#770600007324 in the amount of \$658.16 with the exception that it is to come off in full from Utility Stabilization in Oct.

Tania Daniels/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM330/2025

Move to ratify resolution approving a Community Fund Loan for Member Lindsay Stamp for Direct Energy Account#770500195480 in the amount of \$1,184.36 with the exception that it is to come off in full from Utility Stabilization.

Tania Daniels/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM331/2025

Move to ratify resolution approving the transfer in the amount of \$534,358.66 from the LTA Housing Account#00555209579 to the Main Account#00594793600.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM332/2025

Move to ratify resolution approving transferring \$622,999.18 from Main Account#00594793600 to the Industrial Tax Account#00480888679.

Dwayne Laboucane/Leslie Callioux

4/0/0

CARRIED

MOTION#FLMSRCM333/2025

Move to ratify resolution approving a Community Fund Loan for Member Leanne Desjarlais for Direct Energy Account#7707000013518 in the amount of \$1,228.27 with the exception that it is to come off in full from Utility Stabilization.

Tyson Brosseau/Tania Daniels

4/0/0

CARRIED

MOTION#FLMSRCM334/2025

Move to ratify resolution granting an Easement for the following location SE-17-057-02-W4M Plan#900445-Lot 3 to the Fishing Lake Metis Settlement for the period of one month.

Tyson Brosseau/Dwayne Laboucane
Council Concerns

4/0/0

CARRIED

Savannah Durocher, Chairperson

-Children not in school due to strike, no programming or tutoring during the strike for children. Another Settlement partnered with their consultation dept to have resources for their children during the strike.

-Grants and any that have extensions; Family Violence Grant, New Horizon Grant have these been reported on?

-Right to Play program; is this program pre-planned? What is the budget for the program and what is the potential with these programs?

Tyson Brosseau, Vice Chair

-Would like the Administration to look into a providing a service for those that require to leave Settlement to get groceries but do not have a way.

- Would like the Food Bank to be held twice a month with the inclusion of meat for members who utilize the Food Bank.
- Public Works; are they preparing for the winter months, ordering sand and salt and gravel?
- Pasture Association would like to look into getting animals within the areas that have recently been fenced.
- Previous employee who contributed eight years of service and did not receive anything.

Tania Daniels, Secretary Treasurer

- Water plant and the Raw Water; the water quality is not great, leaving sludge in the troughs for animals, also the plant was down on October 20th with nobody to contact when this happens.
- Would like to see a wood program for members.
- Non-Members Hunting in the Settlement is a concern, would like signs purchased stating it is prohibited for non-members to hunt in FLMS.
- The pricing of items at the Store is a concern for Councillor.
- Would like the Food Bank to be available if there are members are requiring food.
- Salt and Sand ordered for winter months,

Dwayne Laboucane, Councillor

- Grader Maintenance as well as Road Maintenance; would like to see a schedule as well as switching which employees can operate equipment and having the training necessary for the equipment they will be operating.
- Would like to recognize all employees for hard work, previous employee worked for eight years and did not receive anything.

Leslie Callioux, Councillor

- Headstart and having the Director training a member to have position in future.
- Animals at large in the Settlement is a concern.
- Headstart previous employee acknowledgement for eight years of service.
- Would like to see training available for Public Works employees; switch up operators on equipment.
- When incidents happen Councillor would like to ensure drug testing happens.

MOTION#FLMSRCM335/2025

Move to go into camera @ 4:56p.m.

Leslie Callioux/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM336/2025

Move to come out of camera @ 5:58p.m.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

Council would like a letter drafted by the Council Secretary for the complaint that was addressed in today's meeting to both parties stating the matter will be further addressed through a third-party Human Resource Officer.

MOTION#FLMSRCM337/2025

Move to approve the October 21st, 2025 Regular Council Meeting go past 6:00p.m.

Tania Daniels/Dwayne Laboucane

4/0/0

CARRIED

Secretary Treasurer Tania Daniels states that it is important that we respond to the resignation letter we received from the Administrator on October 16th, 2025. There has to be transparency to the community. I for one, acknowledge and accept it. The Administrator has told us that he is tired. I think that as a newly elected Council, it is crucial that we employ an Administrator that brings fresh ideas to the table and is motivated and excited about the future of this community and its membership. Lets also not forget that there is a confirmed bullying case that still needs to be dealt with.

Chairperson Savannah Durocher does not wish to rush the Administrator's letter, she feels comfortable with Ryck and the knowledge of the Settlement he has.

Vice Chair Tyson Brosseau states that the Administrator has stressed his current situations and understands where he is coming from.

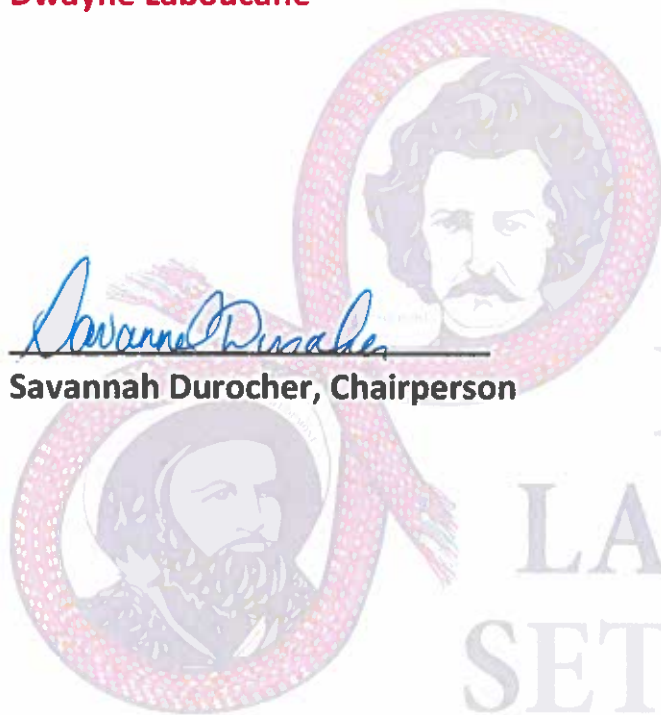
Councillor Dwayne Laboucane doesn't agree with completely switching everything up, we need to be open about the administration employer and employees. We should be able to discuss the openness of staff and Administration. The Bullying and harassment need to be dealt with, the whole administration must deal with this.

Councillor Leslie Callioux believes in the value Ryck brings to the table, Council has ninety days to address the resignation letter, which does require more discussion amongst the elected officials. Leslie suggests having more staff engagement which includes FOIP training for all employees and bringing the team spirit back. All staff in the Administration should be welcoming and easy to work with, the Administration Office should always be a safe environment for staff and membership.

MOTION#FLMSRCM338/2025

Move to adjourn @ 6:11p.m.

Dwayne Laboucane



Savannah Durocher, Chairperson

A black ink signature of Ryck Chalifoux over a horizontal line. The signature is stylized and cursive.

Ryck Chalifoux, Administrator

