

**Fishing Lake Metis Settlement
Regular Council Meeting Minutes
November 4th, 2025
9:00a.m.**

Council Present:

Savannah Durocher, Chairperson
Tyson Brosseau, Vice Chair
Tania Daniels, Secretary Treasurer
Dwayne Laboucane, Councillor
Leslie Calliou, Councillor

Administration Present:

Ryck Chalifoux, Administrator
Desiree Lacombe-Cardinal, Council Secretary

**Chairperson Savannah Durocher called the meeting to order @ 9:00a.m.
Secretary Treasurer Tania Daniels led the opening prayer.**

MOTION#FLMSRCM339/2025

Move to approve the review and adoption of the November 4th, 2025 Fishing Lake Metis Settlement Regular Council Meeting Agenda.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM340/2025

Move to approve the review and adoption of the October 21st, 2025 Fishing Lake Metis Settlement Regular Council Meeting Minutes with corrections and Business arising as noted.

Dwayne Laboucane/Tyson Brosseau

4/0/0

CARRIED

Business Arising from the October 21st, 2025 Regular Council Meeting Minutes

Page.2-Security Concern; Council would like a posting for the Membership stating that contact numbers for Security are not posted and to contact the RCMP if members see anything suspicious, can we get this posted? Administrator will look into how this can be posted for Membership.

Update on Eviction process; Tenant had until October 31st at 4:30p.m. to make payment for arrears, Legal for tenant attempted payment to Janice Agrios Office after hours, eviction process will proceed as payment was received after the deadline.

Councillor Dwayne Laboucane would like to know if there is an update on the member that is subletting his home. Administrator will inquire with the Housing Dept on an update.

Councillor Leslie Callioux would like to confirm that the inherited debts from deceased members will be addressed, Leslie would like to know if those members that have made payments towards those debts are able to be reimbursed for any payments made? Administrator notified Council that the Administration does not reimburse those that have made payments on debts.

Councillor Dwayne Laboucane would like to know when we will be placing members who recently passed away on the deceased membership list? Administrator notified Council that Angie Durocher with Land and Membership will have an update for Council.

Chairperson Savannah Durocher would like to know if we officially do not have medics that operate in the oilfield? Administrator notified Council that we currently do not. Councillor Dwayne Laboucane suggests having a conversation amongst council about the future of medic services.

Critical Illness and clarity on what is considered a "Critical Illness". Chairperson Savannah Durocher would like to review the policy.

Councillor Leslie Callioux made a request to the Critical Illness and did not hear back from Council on the request made. Councillor Dwayne Laboucane stated that the information given for the request was vague and no letter of diagnosis was provided. Councillor Leslie Callioux stated that she had a letter she could have sent if she was asked for it.

Chairperson Savannah Durocher would like to know if there is an update with regard to the Family Violence Grant? Administrator stated that Nicole will have an update when she comes in to meet with Council.

Chairperson Savannah Durocher notes that the Right to play program & FRN Programs; these programs both attend training sessions but are not using what they learnt within the Community from the training they are attending. Chairperson would like to meet with the Schools and review the Memorandum of Understanding.

Councillor Dwayne Laboucane has a concern with Public Works, Councillor is already receiving messages from members about the road conditions including the bus drivers. Councillor would like to know if sand and salt have been ordered?

There have been three previous public works directors and Councillor hasn't seen the roads as bad as they currently are. Councillor Leslie Calliou states that the director's employees shouldn't be telling him what to do, the Director should be telling his employee's what needs to be done.

Update on Headstart previous employee from the Director. Councillor Dwayne Laboucane would like to know whom signs the director's timesheets?

Administrator notified Council that currently it has been the Chairperson but if Council would like the Administrator to look after he can.

Food Bank concern- Councillor's Dwayne Laboucane and Leslie Calliou would like to know if the Food Bank can be held twice a month for members. Administrator will look into the finances to see if this will be feasible.

Councillor Dwayne Laboucane would like to know if employees are required to obtain a drug test when incidents happen? Councillor Leslie Calliou notes that she had a temporary water truck driver back into her shed over a year ago, she took pictures and believes that a drug test was never ordered. The same shed was then hit again by another employee and still has yet to be replaced over a year later.

Break @ 10:13a.m.

Reconvene @ 10:23a.m.

Finance Director Nicole Durocher joined the meeting @ 10:23a.m.

Audit-Annual General Meeting was held on October 22nd, 2025. Steven Kim presented the financials to membership. The Fishing Lake Metis Settlement received a clean opinion on the 2024-2025 fiscal year.

Utility Stabilization

Members bills are coming in for payments, Finance will be checking bill dates to ensure the bills are current by three months. Payments will begin on November 6th, 2025.

Financial Administration Bylaw

Finance Director is currently redrafting the existing bylaw and will bring to council to review once complete.

Grants

With the cashflow now slowing down near the calendar year end we will be having to complete transfers before Quarter three for the grants/funding that are not in the Main Account.

Finance Director has reviewed the grants and we have two that are outstanding with annual payments. Honoring Life and LGFF both have been submitted for review but the payments have not been sent yet.

Inherited debts

Natural Gas write off's, Finance Director will complete a report as to why the previous council did not agree with certain debts.

Finance Director Nicole Durocher exited the meeting @ 11:00a.m.

Fishing Lake Metis Settlement Library Board Chair Mary Dustow joined the meeting @ 11:04a.m.

Mary has joined the meeting today to discuss the Library Board and the two members that were recently appointed to the Board without her knowledge, this was very disappointing to not have inclusion or knowledge of this.

Council Secretary Desiree Lacombe-Cardinal notified Mary that Susan Barthel noted that two members of Council were required to be appointed to the Board.

Councillor Dwayne Laboucane would like to know if the two members that recently sat on Council as well as the Library Board were disappointed prior to the completion of their term. Mary stated that no, she received notice from the two that they did not want to sit on the board

Administrator Ryck Chalifoux stepped out of the meeting @ 11:09a.m.

Mary feels that the Cultural Centre would be a perfect space for the Library. Council consensus is to allow the Library Board to utilize the Cultural Centre and that an agreement for the space should be drafted.

Administrator Ryck Chalifoux rejoined the meeting @ 11:14a.m.

Administrator notified Council and Mary that Susan and Randi will both return to the Administration Office in December. Mary requires an agreement for the space to be utilized by the Library, she has not addressed with the Administrator but has spoken to Susan about the matter and after speaking to Susan she stated that the plumbing needs to be addressed by the Administration.

Mary states that she does not know how to move forward without knowing of when the space will be available.

Chairperson Savannah Durocher states that space wise what can we as a council do?

Secretary Treasurer Tania Daniels feels the library is an asset to the community for our children and youth with many different options for programming and services that the library can provide.

Mary has been working on her to do list for the library, the bank account has been successfully set up with three more policies to adopt her biggest priority is having a space solidified for the Library.

Councillor Leslie Calliou let Mary know that its good to see young people such as yourself bringing vital information and resources to our community and she appreciates the hard work being put in for this library in our community.

Council consensus agreed to allow the Library utilize the Cultural Centre.

Fishing Lake Metis Settlement Library Board Chair Mary Dustow exited the meeting @ 11:32a.m

Secretary Treasurer Tania Daniels stepped out of the meeting @ 11:36a.m.

Member Leona Daniels joined the meeting @ 11:37a.m.

Member has joined the meeting to discuss her current housing situation, the roof on her home was repaired and has been leaking since the repair in 2019.

Councillor Leslie Calliou asked the Administrator to have the Housing Dept look into the matter for the member.

Member Leona Daniels exited the meeting @ 11:48a.m.

Administrator explained the Housing Repair tier system to council and that member Leona is on the list for repairs, housing has slowly started addressing items in her home. Housing will have to sit with Council and bring them up to speed when it comes to Repairs and renovations and the Housing strategic plan.

Secretary Treasurer Tania Daniels stepped out of the meeting @ 11:36a.m.

Break for Lunch @ 12:00p.m.

Reconvene Meeting @ 1:02p.m.

Land and Membership Angie Durocher joined the meeting @ 1:04p.m.

MOTION#FLMSRCM341/2025

Move to approve Membership for Kianna Laboucane within the Fishing Lake Metis Settlement with a 12-month Probationary Period.

Tyson Brosseau/Dwayne Laboucane 4/0/0 CARRIED

MOTION#FLMSRCM342/2025

Move to approve Membership for Kelly Gladue within the Fishing Lake Metis Settlement with no Probationary Period.

Dwayne Laboucane/Tania Daniels 4/0/0 CARRIED

MOTION#FLMSRCM343/2025

Move to approve posting land parcel NW-01-057-01-W4M for 14 days.

Dwayne Laboucane/Tyson Brosseau 4/0/0 CARRIED

MOTION#FLMSRCM344/2025

Move to approve transfer of Land Parcel SE-24-057-02-W4M from the Fishing Lake Metis Settlement as land trustee to Ronald Crevier Jr.

Leslie Calliou/Tania Daniels 4/0/0 CARRIED

MOTION#FLMSRCM345/2025

Move to approve transfer of Land Parcel NW-29-057-01-W4M from the Fishing Lake Metis Settlement as land trustee to Jennifer Crevier.

Tyson Brosseau/Dwayne Laboucane 4/0/0 CARRIED

Land and Membership Angie Durocher exited the meeting @ 1:26p.m.

Member Herb Lehr joined the meeting @ 1:33p.m.

Member Herb Lehr has joined the meeting today to discuss a couple different topics, he would like to congratulate the newly elected officials and notes that the things he is about to address are not personal.

The Seniors Association, member Herb Lehr feels that the Seniors should be moved back to a Senior's association and not under the Administration. A dedicated person at the Seniors Centre. Herb would like to see bingos held twice a month he continually hears from seniors that they are bored with no events or no programming for them.

Herb understands the cost of living has risen, a lot of seniors in this community are not surviving they are either on a low income or have zero income.

Across the lake in Frog Lake First Nation the reserve is paying members to kill moose to feed families and seniors. Can we not become more innovative, member has a net and a boat for people to utilize if they would like to catch fish for the seniors or members of this community.

Herb Lehr states that a few years ago there was a program for raised gardens for seniors, can this project be followed up on and budgeted for accordingly?

Herb is asking that Council agree to direct the administration to find more funds for things such as raised garden beds for the seniors in the community.

Member Herb Lehr states that there are many families in this community that are ignored by this administration. Herb would like to recommend having a socio-economic survey done for the community to see exactly what the needs in the community are.

The breach of confidentiality and the lack of transparency that has happened in the past is ridiculous, you drive past a member's home who has just recently received repairs, the house is repaired but have any of you seen the roof? The shingles are all falling off, whether the home owner chose not to have the roof repaired or not that is an asset that is going to be ruined due to the roof beginning to leak.

Another member of this community received repairs and it does not even look like it, her flooring is falling apart and is in horrible condition.

Member Herb Lehr fought federally for CIRNAC funding for seven years and four years have gone by already. What is being done with these funds?

Member gave his home to his children, no help from the Settlement he got a new home with no help from the settlement again, had to replace his furnace with no help from the Settlement. Member asked for a list of whom all received repairs and the last council told him no.

Member Herb Lehr does not know what the council is going to do when transparency is no longer. All five of the previous council members received repairs?? Where is the accountability and what is it for? Member suggests having MSAT look into this if not MSAT Member Herb Lehr will go to the media to the Federal Government with this information.

Member states how can we follow a Metis Settlements Act that can be changed by the Government without hearing from the communities it directly affects?

Member Herb Lehr notifies council that we are the only Metis without rights when it comes to Section 35 that we have been lobbying for the past 10 years to receive. The Fishing Lake Metis Settlement is the one Settlement with the most rights because we are Powley component. The amount of people that are First Nations & Metis have been double dipping between the Federal government and the Provincial government.

Member Herb Lehr states to Develop, help and educate our members. You are elected and you may not know everything and by saying that I am not calling you dumb I am just saying with General Meetings that is how you share your knowledge. Member would like microphones present at the meeting so members can hear.

Herb would like to challenge the council to have a mentorship program for those that may be interested in running for Council but don't necessarily have the experience or knowledge. Member would like to see two members hired a year, this would create employment for our younger generations.

Member would like to discuss his lease that was reclaimed. There was no power harrowing completed, no leveling the land is contaminated with thistle that has

completely grown in and taken over it has sat in this condition for the past two years.

These oil companies get off easy to use pasture mix when reseeding a reclaimed lease, member would like to recommend documenting all lands prior to oil companies coming in so that there is a clear understanding of what the land was prior to the oil company doing any work so that when it is time to reclaim they have a clear idea of how to return the land to its natural state.

Member Herb Lehr would like to bring forward concerns with the Election. First off, the Returning Officer was the Land and Membership clerk that has access to the membership list and knows who is residing and who is not.

Thirty members chose to vote who were ineligible to vote, the returning officers agreed that they can vote. Legal counsel stated that it is a grey area when it comes to the Metis Settlement act and determining who is a resident member and whom is not. Member Herb Lehr stated that even Gemini AI stated they were ineligible to vote.

Member Herb Lehr exited the meeting @ 2:31p.m.

Anad Salim-Hillside Confectionary joined the meeting @ 2:43p.m.

Anad has joined the meeting today to give an update on the store as well as the proposed restaurant building he and his business partners have recently partnered with the Settlement. Renovations have started and Anad is hoping to have them completed prior to Friday.

Anad stated that the store has been good but slow lately, Secretary Treasurer Tania Daniels notified Anad that word of mouth travels fast in our community about the pricing and the cost and this is what may be affecting the business he is receiving.

The prices of items at the store were a concern as there were inconsistencies with purchases made by members prices changing and the ability to give change is not there or to reimburse if members no longer wanted what had been purchased.

Anad explained to Council that prior to him taking over the store it was agreed that the previous store owners were to train Anad and his team, but it turns out they did not agree. No training has taken place and it has been a learning curve

for Anad and his business partners but they have slowly adjusted pricing with each item and are hoping that this satisfies the membership.

Anad Salim-Hillside Confectionary exited the meeting @ 3:06p.m.

Administrator Report

Administrator gave Council a copy of his report to review.

MOTION#FLMSRCM346/2025

Move to approve the November 4th, 2025 Administrator Report as information.

Dwayne Laboucane/Tyson Brosseau **4/0/0** **CARRIED**

Consultation Coordinator update

4/0/0

CARRIED

Consultation Coordinator update

Secretary Treasurer Tania Daniels does not agree with staff reporting directly to Council, she feels the position should report to the Administration. Administrator notified Council that he plans to have the Consultation part of the Oil & Gas department.

FNC Discussion ensuring all proper reporting is completed, it is recommended to have Consultation meet with Council to give an update on their department.

Fire Report

Councillor Leslie Calliou seen in the report that a new fire chief is mentioned? Councillor would like to know why the current chief is resigning? Administrator notified Council that he has mentioned a resignation but the administrator is not accepting at this time.

Bilateral Patient Navigator

Councillor Leslie Callioux would like to know how the applicants are selected for the job? Was there an interview process?

Administrator notified Council that there was an interview for the one position and the successful applicant for that position was hired, we also have a second position posted until a suitable candidate is found.

Oil & Gas Finance Trainee

A member applied for this position in June and still hasn't heard back from anyone with regard to an interview. Administrator will look into the matter with the Oil & Gas dept.

Council Concerns

Savannah Durocher, Chairperson

Membership Bylaws -is there a Moratorium on bylaws? Administrator notified Council that yes there is.

-Roads are a concern, Chairperson was contacted the bus drivers with a concern over the roads.

Staff meeting that was held at the end of the month, Chairperson heard that the staff were told not to communicate with Council directly? Administrator reminded staff at the staff meeting of the administrative process if they had a problem to ensure the administrator is included prior to going straight to council.

Tyson Brosseau, Vice Chair

-Water at his home and other members is discolored, is the water or his cistern dirty? Is the water plant running at its full potential? What is the update since the previous operator left?

-The Health Canada Emergency Treatment Grant has this successfully been applied for? Administrator stated that all information was submitted today for the grant.

-Burnt homes in the community are an eye sore, would like these addressed.

-would like to look into checking cisterns and septic systems for missing people.

Tania Daniels, Secretary Treasurer

-Would like to see a physical maintenance schedule for Public Works equipment similar to the water truck that states where they go each day and what is being done.

-Would like to see abstracts for all employees who are driving Settlement vehicles.

-Water is still a concern both raw and treated water. The condition of the water has changed.

-Savannah mentioned she had received updates on matters from the Administrator, when updates are given Tania feels all council should be included.

Dwayne Laboucane, Councillor

-Would like to schedule a road tour with the Director of Public Works.

-Housing; would like to meet with the Director of Housing with an update.

-Would like an update on the bear that was killed within townsite. Administrator did contact the RCMP to issue a warning to the member whom killed the bear.

Leslie Calliou, Councillor

- Would like to know if we will be having the Winter Incentive program this year?
- Would like to see a wood program for membership as well as a program that offers shoveling for Seniors in the community.
- Windows are left open in RHI home, Member is in hospital, can this be looked into to ensure pipes don't freeze.
- Member had applied for the Oil & Gas Finance position on June 18th at 8:52a.m. and hasn't been contacted with regard to an interview.
- Member brought a concern forward to Councillor with regard to Potholes and the washboards on the roads are a concern as well as the Consultation Coordinator shooting a moose and cutting the fence on his land in order to gain access to the animal member would like this addressed.
- Would like to see the Food Bank be held twice a month.

MOTION#FLMSRCM347/2025

Move to go into camera @ 4:52p.m.

Leslie Calliou/Tyson Brosseau

4/0/0

CARRIED

MOTION#FLMSRCM348/2025

Move to come out of camera @ 5:29p.m.

Tania Daniels/Dwayne Laboucane

4/0/0

CARRIED

MOTION#FLMSRCM349/2025

Move to adjourn @ 5:30p.m.

Dwayne Laboucane



Ryck Chalifoux, Administrator



Savannah Durocher, Chairperson