



KITSELAS BAND COUNCIL Regularly Scheduled Meeting **September 9, 2025 Minutes, Queensway**

Present: Chief Councillor Glenn Bennett, Councillors Cheryl Campbell, Jordan Squires, Ken McDames Jr., Cyril Bennett-Nabess, Victor Wright, Gerald Nyce, Dr. David Try, Matilda Henry, Sharon Bennett, Linda Morven

Regrets: Jericho Collison

Guests: George & Angeline Chinn

1. Call Meeting to Order & Opening Prayer – The meeting was called to order at 3:09 pm.
Opening prayer – David.

2. Adoption of Agenda

MOTION 2025-09-09 (ONE)

THAT Kitselas Band Council approves the agenda for September 9, 2025.

Moved by: Ken McDames Jr.

Seconded by: Jordan Squires

Carried

3. Adoption of Minutes

MOTION 2025-09-09 (TWO)

THAT Kitselas Band Council approves the minutes of July 22, 2025 as amended with the two additional items – letter to entities on Board representation, and CAO contract requirement.

Moved by: Cyril Bennett-Nabess

Seconded by: Gerald Nyce

Carried

4. Business Arising from the Minutes

Council Appointments

North Coast Skeena First Nations Stewardship Society - North Coast Stewardship Program - Governance and Program Renewal, Angela Addison, 3:15 pm
Angela provides an overview of the requirement for a member to the program.

MOTION 2025-09-09 (THREE)

THAT Kitselas Band Council approves Ken McDames Jr. to the North Coast Stewardship Program.

Moved by: Cyril Bennett-Nabess

Seconded by: Gerald Nyce

Carried

The following appointments are also made:

MOTION 2025-09-09 (FOUR)

THAT Kitselas Band Council approves Jericho Collison to the First Nations Education Steering Committee with Deborah Moore as alternate.

Moved by: Gerald Nyce

Seconded by: Victor Wright

Carried

MOTION 2025-09-09 (FIVE)

THAT Kitselas Band Council approves Jordan Squires to the Northern First Nations Alliance.

Moved by: Cyril Bennett-Nabess

Seconded by: Ken McDames Jr.

Carried

MOTION 2025-09-09 (SIX)

THAT Kitselas Band Council approves Victor Wright to the Regional District Kitimat Stikine.

Moved by: Gerald Nyce

Seconded by: Jordan Squires

Carried

Linda to notify entities.

CGLFNLP Proxy

MOTION 2025-09-09 (SEVEN)

THAT Kitselas Band Council approves Ken McDames Jr. as the proxy for Chief Councillor Glenn Bennett at the CGLFN GP Inc. Shareholders meeting on September 11, 2025.

Moved by: Cyril Bennett-Nabess

Seconded by: Gerald Nyce

Carried

Letter to Kitselas Entities

Cyril reviewed the letter drafted to Board members of entities who have served 2+ years that exceeds Council's term. The concern is raised about Board members become managing directors and provides a huge liability.

MOTION 2025-09-09 (EIGHT)

THAT Kitselas Band Council approves the letter to Kitselas entities as presented.

Moved by: Jordan Squires

Seconded by: Victor Wright

Carried

Gitselasu Stewardship Society, Travis Freeland, 3:45 pm

5. Tourism Development, Canyon, WhiteTown Village Site

Travis provided an overview of his presentation. Goals for Fall 2025/Winter 2026:

- Further communication to Council regarding a proposal for annual funding to cover basic operational expenses.
- Employment Strategy for 2026.
- Identify and pursue new funding sources (e.g., project-based employment).

Glenn – The Kitselas Canyon is the jewel of our Nation. We both need to do a lot of work regarding our vision. I was disappointed there weren't any staff during the long weekend. I think we need to dedicate more time and look after the Canyon properly. We need the maintenance taken care of. We need to follow basic policies. There's no need to reinvent the wheel. We need to look at how we manage the facility. We don't have a guestbook for people to sign to track where visitors are coming from to start collecting data, and better plan for upcoming season. What we offer is better. The longhouses should be insured for contents, and need to ensure they're protected. We're willing to work with you – suspension bridge, zip line, caboose for a gift store or coffee shop. Any time I've gone down there, the staff are sitting on chairs on their phones and doing minor upkeep. Let's start working with you. We need to replace the wooden boardwalk, possibly galvanized steel. Are we going to create more trails? How many Villages in

the Canyon? We need more signage. Let's follow some basic guidelines. We need to revisit the whole structure and make it more efficient. Your staff need to dress appropriately. We need to be consistent, and what is shared with the public – our history, etc. Keep up the good work. You're the best person for the work.

Gerald – We need to start training our younger people. In other places, there's a script that needs to be followed. Create a Parks & Recreation Department that Cyril was working on. With the K'san and Nisga'a, they do have youth working in their facilities.

Victor – Provides encouragement to Travis, and to keep showing people what we're all about.

Glenn – The old cemetery, we need to look at preserving it. Look at something like Barkerville, doing a feasibility study. Is that something worth pursuing? The totem pole that's in the long house. Tourists shouldn't be allowed to touch it. These are pretty significant, and we understand, but tourists and general public don't have an understanding.

Cheryl – We talked about some of the work and Axis. They go out and look for funding.

Travis – Yes, we met and looking at doing some work.

Linda – Recommend you meet with Darrin and provide the same overview and how KDC can support tourism. You referenced it at our Transitions Planning.

David – We have 3 boats down in the Canyon, and can do tours when needed.

6. Fish Wheel Update, David Hansen, 4:30 pm

David provided an overview of the fish wheel. There are a lot of components to the fish wheel. We distributed 1,328 sockeye to Kitselas members this year. I don't think we came near the numbers from Lands and Resources. The water levels were very high this year. Areas for improvement, and the 4 permits for commercial sale. We did not sell any fish this year. We're coming up for solutions for the catch next year. We're looking at a new location for next year. We plan to meet with the internal team – Cyril, Cindy and Linda. Operating in high and fast water comes with risks. At this point, no recommendation on location. Other alternative methods – fish trap/weir, seining. The Skeena is powerful and not easy to identify locations. We hit our minimum numbers for fish.

Victor – When we fished, the wheel was in a different location.

David – We'll have a community meeting about the challenges and successes of the fish wheel. We want to take a pause and hear that feedback. There was damage to the wheel from boaters. The NGO's have all come to our side, and provided support including following up with boaters, and building signs. They've put money on the table to put signage in the Canyon. The 2nd community meeting is the strategy for the future.

Gerald – I'm wondering about the alternative to the fish wheel. How effective would they be?

Housing, Public Works and Infrastructure

7. Community Centre Update

We started the paving and will be finished tomorrow. We're beginning to climatize the building, and will begin the flooring 2 weeks after. When we got the glazing, we knew we had 2 eagles, but we needed to move forward with the project. When we received all the crests from Stan, they were all facing to the right. The contractor will face the wolf to the left and the raven will be facing to the left. The contractor will fix it at no cost.

Cyril – I look forward to the error being corrected, and I was aware that your department was aware of the error.

Ulyses – We're still looking to finish it by the end of November. We should set up some tents in the parking area as we don't want people to come into the building. We can rent some portable potties, and celebrate.

Gerald – Are we going to have a sound system?

Ulyses – We'll have a sound system, not concert. We'll use the screen in administration that isn't being used. We need a projector as well.

Gerald – We'll look at ordering one.

Jorden – Did we order mats for the floor?

Ulyses – We'll order it after it's finished.

8. Housing Update – Vacant Rentals, Other

With the rentals, we only have 2 4-bedroom units that aren't available.

On Monday, we had to evict someone. On Friday, we issued 2 evictions, and have additional this Friday, so we'll have 6 units available. We're \$1.3 million dollars in arrears.

Victor – When community is asking, we advise them we're not reaching into administration.

Ulyses – To have sustainable housing, the community has to do their part. I know that Kitselas has the cheapest rent in the area. We all have to do our part.

Cyril – How we move forward on the discussion on the messy yards is with a motion. There's potential for fuel in yards. It shouldn't be just one department to address this issue. Something in our emergency response for fuel treatment. Something in health for social and economic well-being, and your department in providing housing solutions for the Nation.

MOTION 2025-09-09 (NINE)

THAT Kitselas Band Council approves that Administration and its departments work to provide a solution to address fuel and messes in yards in Kitselas at the next Band Council Meeting.

Moved by: Cyril Bennett-Nabess

Seconded by: Jorden Squires

Carried

Lands & Resources

9. Kitselas First Nation 2025 Annual Tax Laws

LMO-2025-09-09 (ONE) - Annual Tax Rates Law 2025

Moved by: Ken McDames Jr.

Seconded by: Victor Wright

Carried

LMO-2025-09-09 (TWO) Annual Expenditure Law 2025

Moved by: Jorden Squires

Seconded by: Gerald Nyce

Carried

10. Cedar Canoe Recommendations – Cyril reviewed the document provided. Basically, we can't use the canoe anymore.

11. Fish and Wildlife Officers' Report (August 13, 2025)

Cyril reviewed the report provided. Next steps were endorsed by Chief and Council.

1. Review unauthorized activities on Hansen Road TSL and determine enforcement or communication measures.
2. Press the Province for enhanced stewardship planning for Gy'emk'gm aaks (Hot Springs).
3. Monitor erosion risk at West Side Road and assess mitigation options.
4. Maintain ongoing monitoring of Kitselas access routes and TSL parcels around Lakelse Lake.
5. Conduct a biodiversity basement survey for the two Lakelse Parcels, that would encompass Plant, lichen, wildlife and bird catalogue in that area.

12. Update on Teras Paving Negotiations

Cyril provided an update on the negotiations as per his handout provided. Stan will provide the legal documents.

LMO-2025-09-09 (THREE)

THAT Kitselas Band Council Chief and Council to sign the definitive LOA and LOO with Teras Construction once it's finalized.

Moved by: Gerald Nyce

Seconded by: Victor Wright

Carried

Treaty

13. Report on Strategic/Transitional Planning – Linda reviewed by the report provided by Ashley Wright. Glenn requested that Linda thank Ashley for her work at the Planning Session and report.

14. Province of BC Payment

MOTION TRE-2025-09-09

THAT Kitselas Band Council approves the transfer of \$10,491,240.29 from the KFN General Account to the KFN Treaty Pension account.

Moved by: Jordan Squires

Seconded by: Gerald Nyce

Carried

15. Kitselas Citizens Treaty Benefit Payment Options – Gerald, Jordan, Ken, Cheryl, Victor – maintain 65. It'll set precedence for all other programs.

MOTION TRE-2025-09-09 (TWO)

THAT Kitselas Band Council approves, that effective immediately, a one-time Treaty benefit be authorized for all enrolled adults consisting of:

- a. \$20,000.00 for enrolled elders (65+); and
- b. \$10,000.00 for enrolled adults 18-64 with an additional payment of \$10,000.00 when they turn 65.

Moved by: Jordan Squires

Seconded by: Victor Wright

Carried

Remove the restriction of as at April 10, 2025.

16. Treaty Office & Staff

Glenn – I don't think staff were given enough notice. A lot of thought had been provided into this Treaty process. I really want to see our own people do this process. It's going to take some time. I want to see this office remain here. Certainly, we have a relationship with our administration. Bonnie came on late, and brought a lot to this organization. We need to look at our HR and governance policy. We need to look at our pay scale. The Director of Treaty Transition, we need 4 individuals. That's not enough. We need to really look at our HR policy, and look at our governance policy. The staff that started here should remain here, and we need to re-post the Director of Treaty Transition posting.

Gerald – I agree that the building should remain open. There are some staff members who are working with us who've gotten away with things and should have been let go. We can't fire them. With the health department, we're responsible for the health of our people.

Cyril – I agree on many of your points, and something we look at with your performance review – HR policy and governance policy.

HR/Governance Policy – Hiring Policy, should be following hiring policy including entities.
Entities to follow same policy. At one time, let's consider 75% hiring of Kitselas.
Gerald – Some of our members need training.
Jordan – Renovations of adult school, and the opportunities.

MOTION 2025-09-09 (TEN)

THAT Kitselas Band Council approves the initiation of a review and revision process for the Kitselas Human Resources Policy and Governance Policy with input from the Senior Team, Chief and Council, and other relevant advisors, and direct staff to bring forward draft revisions for Council's consideration.

Moved by: Cyril Bennett-Nabess

Seconded by: Gerald Nyce

Carried

Ken – We need to let our people know. Make it nice and clear to community so we don't have any questions.

Glenn – It's going to be a transition. It's not going to happen overnight.

Jordan – Maybe the transition can be explained at the AGM. We can explain it on September 24, 2025.

Victor – The office is a place for people to come and talk to. It's a safe place for people. It's where people started. Our Village started here.

MOTION 2025-09-09 (ELEVEN)

THAT Kitselas Band Council approves re-posting the Director of Treaty Transition.

Moved by: Ken McDames Jr.

Seconded by: Victor Wright

Carried

New Business

17. Kulspai/Queensway Property – A member reached out to me, re-possess somebody's property, Robert Bennett property. Reach out to legal counsel. One was paid for. It's not their fault the former Lands Director didn't do her job.

Ken – There was something that was agreed to, and something in writing from Robert.

19. Economic Development, addressed on the agenda.

CAO Report

20. Employment and Training – Work was agreed to at the Transition Planning.

21. Eaglecraft Site Visit – Linda provided an overview of the site visit. It will take a year to construct and will work with us on the design.

Glenn – It will give us enough time to get the training.

22. Update on NCTL Project – We met with BC and BC Hydro in August. We have follow-up meetings on September 15 and 18. We are having a follow-up meeting with BC and BC Hydro on September 18.

23. Update on Audit (Adjusting Journal Entries & Financial Report)

24. AllNorth Kitselas Fuel Station & Convenience Store Conceptual Study Proposal

25. Pole Raising & AGM – cedar headbands, etc.

26. Truth and Reconciliation, October 1 & 2, 2025

27. CAO Performance Review, October 2025

Cyril reviewed his briefing on the review.

MOTION 2025-09-09 (TWELVE)

THAT Kitselas Band Council adopts the approach and schedule a performance review with the CAO on October 6th a day before the KBC meeting.

Moved by: Jordan Squires

Seconded by: Gerald Nyce

Carried

This process will ensure Council's expectations are clear, the CAO's contributions are recognized, and that both Council and administration are aligned as we continue to reach Kitselas Goals.

28. Next Meeting Date & Adjournment – Wednesday, September 23, 2025, Gitau

MOTION 2025-09-09 (THIRTEEN)

THAT Kitselas Band Council adjourns the meeting (8:43 pm).

Moved by: Victor Wright

Seconded by: Gerald Nyce

Carried