



APPROVED MINUTES

1st Quarter Board Meeting – July 23, 2024

In person & Via Zoom – Naotkamegwanning First Nation

PRESENT: President, Christine Jourdain, Couchiching First Nation
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation
Secretary/Treasurer, David Kelly, Onigaming First Nation, via zoom
Tania Boshkaykin, Seine River First Nation
Mitchell Lands, Migisi Sahgaigan First Nation
Wesley Nelson, Northwest Angle #33 First Nation, via zoom
Reno Cameron, Niisaachewan Anishinaabe Nation, via zoom
James Mandamin, Iskatewizaagegan No 39 First Nation
Bill Wayash, Mitaanjigamiing First Nation
Cynthia Cameron, Wabaseemoong Independent First Nations, via zoom
Barney Petiquan, Wabauskang First Nation
Donna Namaypoke, Naotkamegwanning First Nation, via zoom
Sean Councillor, Naicatchewenin First Nation
Kim Detweiler, Rainy River First Nations
Jackie McClain, Executive Assistant, Police Services Board
Denise Wesley, Administrative Support, Treaty Three Police Service
Deputy Chief Designate Tricia Rupert, Treaty Three Police Service
Chief of Police Designate Cheryl Gervais, Treaty Three Police Service
Kristine Gagne, Director of Corporate Services, Treaty Three Police Service
Facilitator, Don Jones

REGRETS: Roy Assin, Absubpeechoseewagong First Nation
Danine Chief, Waabigoniw Saaga'Iganiw Ojibway Nation
Charmaine Hunter, Mishkosiminiziibiing River First Nation
Carrie Atatise-Norwegian, Lac La Croix First Nation
VACANT, Animakee Wa Zhing #37 First Nation
VACANT, Wauzhushk Onigum First Nation
VACANT, Shoal Lake #40 First Nation
VACANT, Obashkaandagang First Nation
VACANT, Anishinaabeg of Naongashing First Nation

Opening Prayer

Elder, Doris Caribou opened the meeting @ 10:30 a.m. with a prayer.

PRESENTATION from Howard Copenace – Traditional Voting System

Good morning – asked grandmothers and grandfathers to speak enflesh language to talk about some of the teachings and asemaa of the ways of our people regards to how they work together through the clan system and through – selection of who their spokesperson is going to be and who will lead in their ways of life. I was asked few times to help out with the Treaty 3 selection of our Grand chief– and from their looking back at our previous selection processes. That's how I was asked to do the selection process. To explain a little about it, its how in the old day how they selected their front line person that would speak for the people and when we speak of the clan system, but overall who is who we call clan people we call the one who stands in front. During the time of the process when I was asked I was told the first thing that will come is our ways, our opening ceremony our welcoming songs, our feast and from there you will be the one to stand and talk about the teachings of te people and about the process you are about to do for grand Chief. How we got started was the first thing explained was that nomination will open and it is up to the organization, and its up to the organization how long they open – could be half

and hour, could be an hour. From there it is explained that who ever wishes a person to be the leader for the President or how you want to look at. The person there is a asemaa who is sitting, the person who feels this certain individual can do the job or speak for the organization or people, the person takes a pipeful of and offers it to the individual and then the person who is nominating comes to the front and speaks to the people on why he or she is nominating this individual and this person gets the nominator gets five minutes to speak the reason why. After 4 minutes the drum is sounded showing you have one more minute. Once that's done then the nominee stand up and comes to the front and he/she speaks and accepts the asemaa and from there they talk about how they are going to work for the organization and what are their plan or ambitions for the organization of the people. They have 5 minutes as well and they too are given a one minute warning to finish their speech. Then from there if he/she accepts, if they decline they put the asemaa at the grandfather drum to honour the people to say miigwech. But still, he or is still helping the people. That process takes place and if time comes to an end, this is my experience how it usually ends. Everyone usually waits til the last 5 minutes to nominate. That is the same process and from there, once the nomination is complete that when all the nominees are asked to stand in a circle to face grandfather or grandmother drum. All the ones making that selection are asked to leave the circle. Once their out again the Drum sounds, a song is rendered and the ones that are making the selection and they come back in and they stand behind the person who is the one to lead them. If you have 4-5 candidates all the people stand behind. We have staff who do a headcount of the nominees. The one with the lowest is asked to take his or her supporters outside again to convene and talk who they want to support in the remaining circle. Again, the Drum starts and the ones left the circle with the least number of supporters they go stand behind the other ones they feel to be picked. Again, a head count is done by the staff and again the lowest number moves out. That process goes till one is standing, then the people are standing behind the one individual. Can think of it as an elimination, until one standing. Once that is complete an announcement is made who is going to lead. The last two will stand and some will be standing on one side, the individual nominee and that head count takes place and who is selected then all the ones who stood with the last two, the one with less then goes behind the one. From there the inauguration will take place.

Q: Thanked Howard for presentation Is it possible to be on-line or you need to be in person

A: If a Chief can not be present – they send a proxy. Again, it is up to the organization of how they want to do it.

Q: How many votes per community as they are different sizes, some big communities

A: Some they have the and 4 Council members how make the selection – 4 from each community. Even if there are more than 4. It would be up to how to do this, is there only one community member per community? One of the Anish organizations go 4 times. Also, everyone introduces them selves by their Anishinaabe names

Q: Who officiates it, is that someone who comes from outside or inside for the selection. Is it an elder?

A: My experience is that all 28 communities come together, I was selected to run the process, then the inauguration we used. Again, it would be up to the organization. They would select who they want to do the selection process and the inauguration.

The Cultural Committee to look at the process to bring to the Board.

Don Jones: It's a good way to honour our leaders – Chief of Ontario are doing it this way as well.

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Acknowledged and read out our Land acknowledgement completed by the Cultural Committee
- Acknowledged our Elder, Doris Caribou, our Cultural Coordinator Dennis Smith, Drummers our Drum and our sacred items here today
- Chi miigwech to Donna for hosting us today and Howard for the presentation
- Acknowledge our guests from PwC, Lindsey Gray and Josh Olivetti Chi miigwech

AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Barney Petiquan moved to accept the agenda as presented. 2nd by Mitchell Lands. CARRIED

Decision # PSB 2024-07-23-01 MOTION CARRIED to accept the agenda of July 23, 2024, public session as outlined.

MINUTE Review & Approval – 4th Quarter Meeting – April 30, 2024

The draft minutes of April 30, 2024, 4th Quarter Board meeting were reviewed.

Sean Councillor moved to accept minute of April 30, 2024. 2nd by Wes Nelson.

Decision # PSB 2024-07-23-02 MOTION CARRIED to accept the minutes of April 30, 2024, public session as presented.

MANAGEMENT REPORT

Handout provided. Power Point attached

Chief of Police Designate Cheryl Gervais acknowledged our drum and sacred items as well as Elder Caribou and Drummers for starting us off in a good way.

She outlined the report as provided with the following highlights:

- **Leadership Training** - At the end of June our Leadership Team participated in 2 day training – picture on left, is of our training with Insight Discovery around communication profiles. The second day was with an Executive Coach Carrie Lamb. She is in the photo. The second picture is for Police Week in May 12-18, theme was Join Policing – Keep Ontario Safe. Had events for staff in each detachment. The Deputy and I attended pancake breakfast on the 12th.
- **New Hires** - Next Slide outlines the staff who was hired in the quarter.
- Reviewed Professional Standards Bureau Stats for Q1, shows the investigation he is working on and the status of investigations. These are reported monthly to the Executive Committee.
- **Community Events:** Casting for cops in Wabaseemoong. Jody Smith with Maanaji'iwin Project has continued with the Cruiser of Hope in Dryden, Kenora and Fort Frances. The donations go to Women's Shelters in the area. Deputy Rupert and Director Reno Cameron and Cadet Makwa Goodsky attended Pow-wow.
- **Closed Circuit Television (CCTV) Program** – The last update within the last week the locations of the cameras have been chosen – they will then be installed. Will then move to Onigaming.
- **Body Worn Cameras** – 70% have been deployed to Officers. Aim for August for 100%.
- Have been doing ATV and Off-road safety.
- **Communication Efforts** – Played video to Board that has gone viral of Cadet Mawkwa Goodsky dancing.
- Continuing with FNIPP Negotiations and Collective Bargaining negotiations.
- Wanted to acknowledge the work that seconded Acting Inspector Kreisz has been doing with our Mentorship Program. He has a number of candidates in T3PS participating, supporting members interested in seeking left level in their career. He will introduce a Sergeant Mentorship program.
- There is more detail in your written packages.

OPERATIONAL REPORT

Handout provided. Power Point attached

Deputy Chief Designate Tricia Rupert outlined the report as provided with the following highlights:

- **Events** - participated in: MIWG Awareness Walk along with many Staff, middle picture OPC Graduation for 3 recruits that will finish post training in August. They will be going to our North Detachment. Picture on the right: Attended Ontario Women in Law Enforcement in Toronto – we were nominated for Teamwork award for our work with Barrie Police Service and our exchange program. The award went to deserving Service.
- **Drug Enforcement Efforts** - April 24 Seine River where 4 people were charged with possession for purpose of trafficking cocaine – over \$12K of Canadian currency was seized. The second June 20 – Couchiching where 7 people charged and search warrant was executed – some crack cocaine and methamphetamines Canadian currency seized all charged with possession for purpose of trafficking and also charged with possession of property obtained by crime. Speaks to us making Drug issues in our communities in our

priority. We have redesigned what our Street Crime looks like – Detective Sgt out of South, is in charge of overseeing all of these activities, proving successful.

- **Mental Health Priority** – For our members and within the Community – we have Constable Anno Buswa with our Mawkwa Program in our North Detachment – she works with a member from Kenora Chiefs Advisory. Also have 2 new projects in the South detachment. We have partnered with Gehac who have given us two Mental Health workers, one has started with us, the other one will start in August.
- **Provincial Human Trafficking Intelligence Let Strategy** – One individual assigned to work on the task force – we currently are reevaluating how this is contributing to the success in our communities. We just met with the lead project and expressed our concerns in our communities where we want to see more enforcement.
- Director Mitchell Lands outlined the issues Drugs continue to cause in Eagle Lake. Reinforced the State of Emergency on the Drug issue.

FINANCIAL REPORT

Handouts provided: Q1 Financial Report

Q1 Cashflows

Q1 Governance Report

Director of Corporate Services Kristine Gagne outlined reports.

- As of July 4, 2024 we were at \$3.4 million of our \$4 million Line of Credit
- WE signed our one year agreement extension til March 2025 on July 2, 2024
- On July 5, 2024 and 8th we received 50% from Canada and Ontario, today we have \$9 million in the bank, our cashflow is stable
- We are still in negotiations, with the other 2 Services UCCM and APS.
- We are good for now, we have an increase from 2024-2025 fiscal year end of almost \$4.2 million. So, 2025 year end we have an agreement for almost \$29.7 million
- Have increased of uniform position – in 2024 year end our agreement was for 105 uniform positions, now we are at 119 uniform positions. Just means that is how they base funding. With that we are currently at 29 vacant positions. We have 2 resignations will be leaving soon.
- We are doing everything we can to recruit - it is a policing problem nation wide. Its getting difficult for recruiting.
- One big thing is to provide civilian support in any way we can. Was nice to see Cadet Mawkwa
- One avenue we are exploring is to bring in Cadets and exposing them to policing. Give them an opportunity to explore. The Cadet positions are for two years. They are there to support front line as best they can.
- As per audited statements we do have some deferred funding of \$2.8 million we will carry over. Reason the vacancies in uniform positions.
- Do not have the regular cashflow statement to present. Once statements sent then send off to Canada and Ontario, and also submit request to carry over funds. Just identifying where those funds would go.
- With \$2.8 million – we look at where our budget lines are short, administration is one line put close to \$300K. Office supplies, travel are some in here. Also, in here is cultural events.
- Add into IT as we are always short.
- Insurance has skyrocketed, based on several things, just the cost and we have more people, vehicles and cost of buildings, has gone up. Always put more in here.
- The rest of \$1.8 will go toward equipment and vehicles.
- We are allowed to have specialty units this year, we are going to start getting the equipment and vehicles that we will require in those units.
- Is opportunity to apply for \$3 million – not for on-going cost its for one-time items. Consultations.
- Pay and benefits – biggest expense. Some considerations, I have not put everything in for the retro. We are getting close to an agreement with the Union. Will go back to 2023/2024. There will be retro salaries. Came out that the OPP have ratified. Our negotiations were based on those.
- When look at per officer funding, look at around \$250K per officer. This is about what OPP use.
- When you take the salary and benefits and all the expenses it would use up \$250K without leaving anything for supervision, support or infrastructure.

- If we filled all 119 uniform positions, this would not be enough. Moving forward when negotiating we are looking at this.
- Through PwC helping us we will see what it really costs us to fill all 119 positions.
- At our next board meeting we should have Union agreement settled.
- Back in January you passed a motion for civilians, we may want to reopen that once settle Officers agreement.
- At our next Finance meeting will need to go through Governance detail.
- Budget last year \$342K was spent. This year have budget of \$392K. Last year only had one salary charged back to Governance.

LUNCH BREAK 12:00 p.m.

Following lunch quorum not maintained. Afternoon session is for information only.

PRESENT:

President, Christine Jourdain, Couchiching First Nation
 Donna Namaypoke, Nootkamegwanning First Nation, via zoom
 Sean Councillor, Naicatchewenin First Nation
 Kim Detweiler, Rainy River First Nations
 Mitchell Lands, Eagle Lake First Nation
 Reno Cameron, Niisaachewan Anishinaabe Nation, via zoom
 James Mandamin, Iskatewizaagegan No 39 First Nation
 Bill Wayash, Mitaanjigamiing First Nation
 Barney Petiquan, Wabauskang First Nation

EXECUTIVE COMMITTEE REPORT

Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:

April 15, 2024 – Approved minutes attached

May 27, 2024 – Approved minutes attached

June 25, 2024 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

April 16, 2024 – Approved minutes attached

May 30, 2024 – Approved minutes attached

June 2024 – No meeting held – Written report submitted by Chief Designate Gervais

2. Opting into the “Community Safety & Policing Act – 2019”

Update since Q4 – April 30, 2024, Meeting

- CSPA Came into effect April 1, 2024
- Decision to be made by Community Chiefs
- PricewaterhouseCoopers (PwC) conducting T3PS Operational Review and T3PSB Strategic Plan which will guide the work of Opting In
- Executive Committee and Command have had presentations from SIU and OIPRD
- Ontario Association of Police Service Board (OAPSB) has offered to do information sessions for our Board
- OAPSB Conducted on-line information sessions with Q & A – President Jourdain and Jackie McClain participated June 20, 2024
- OAPSB provided T3PSB with Municipal Service Training modules

Background:

- Working Group developed – Participants are:
T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson
Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
 - Presentation of budget request by PricewaterhouseCoopers LLP
 - Requested input on how to conduct Community Consultations
 - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
 - Presentations from Falconer LLP & Price Waterhouse Cooper
 - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.
- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

3. **FNIPP Negotiations (Policing Agreement)**

- July 2, 2024 - Signed One year Agreement for 2024-2025
- **Negotiations – June 27, 2024** – T3PS & T3PSB attended virtually
- Legal to circulate next date for session in August - to be a continuation of presentations from June 27, 2024
- See In Camera

Background:

- **Negotiations** – February 5, 2024 – T3PS attended virtually – Grand Council Representative is Arthur Huminuk, Justice Director
- Tri-Coalition Meetings – February 1 (Prep) 12, 13, 26 and March 13, 2024
- **Negotiations** - January 10, 2024 – Sault Ste Marie – T3PS attended virtually – Grand Council Representative is Arthur Huminuk, Justice Director
- Tri-Coalition Meetings – January 3, 5, 8, 9 (Negotiation Prep)
- **Negotiations** - December 7, 2023 – 1 day – Gatineau QB – President Jourdain attended in person with Chief Designate Cheryl Gervais. Grand Council Representative Arthur Huminuk attended virtually.
- Terms of Reference signed by Board President and Ogichidaa
- Meetings of Tri-coalition held November 7, 8, 30, Dec 1, 2023
- Meetings of Tri-coalition held October 31, 2023
- Meetings of Tri-coalition held September 12, 18, 26, 2023
- Meeting scheduled October 10, 2023 was postponed
- September 27, 2023 sent letter to Minister Leblanc – Public Safety Canada
- September 26, 2023 received response from ADM Chris Moran
- September 21, 2023 sent letter to ADM and DM requesting meeting to negotiate Agreement
- September 12, 2023 Legal sent letter to Deputy Minister – Public Safety Canada
- See In Camera session
- Executed agreement received from Legal
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement
- June 30, 2023 IPCO received Justice Gascon decision – link below
 - Federal Court orders funds to flow
 - [Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP](#)
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds

- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review

Update since April 30, 2024

- IPCO did not receive funding requested which was to include Regional Peer Support and Mental Health Coordinator
- This is to be built into Services Policing Agreements
- T3PS Mental Health Committee to start meeting again
- Board Executive to review 5 Recommendations from Calibrates Mental Health Review that pertain to Board
- Meetings minutes attached with Monthly Executive Meeting packages

Update provided at Q4 Board Meeting - April 30, 2024

- IPCO has submitted a funding request which will include Regional Peer Support and Mental Health Coordinator
- Conference being planned for Fall for Peer Support
- Operations still working with Dr. Carrington on Hello Hero
- T3PS Mental Health Committee started meeting again
- Meetings minutes attached with Monthly Executive Meeting packages

Background:

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
 - Executive Committee members, Christine Jourdain and Sue Boshey attended
 - T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
 - Staff Sergeant Trish Rupert
 - Willa Zlabis
 - Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

4. Canadian Association of Police Governance (CAPG)

- 2024 Webinar List attached
- **Next Webinar** – July 25, 2024 @ 11:00 a.m. CST “Worth It – BWC Edition – Series on the Adoption & Implementation of Risk Based Technology (Body Worn Cameras)”
- **CAPG Annual Conference** – Halifax August 8-11, 2024
 - President Jourdain, Secretary/Treasurer David Kelly & Director Wes Nelson attending
- **FNPGC Spring Conference** – Day 1 of Conference
- **Special Free Webinar** – No schedule posted

5. Board Website - item Deferred as lost quorum

- Board Decision Required

SUB-COMMITTEE REPORTS – Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
2. David Kelly
3. Kim Detweiler
4. Charmaine Hunter
5. Sean Councillor

Interview Processes:

- April 17, 2024 Social Media content Planner – Sean Councillor to participate
- May 24, 2024 – Wabigoon – Sean Councillor participated
- May 31, 2024 – CPIC Operator – North – Christine Jourdain attended via zoom
- June 8 (North) & 9 (South) , 2024 – YIPI – Christine Jourdain attended virtually and in person
- June 11, 2024 – Caretaker North – David Kelly participated

Current hiring drives on Website:

- Staff Sergeant - Agency One – open until filled
- Guard Team Lead – Agency One – open until position is filled
- East Detachment – Caretaker and Information Technology Systems Support Close June 25, 2024
- Always accepting Recruit/Experienced Officer & Casual Guard applications

CULTURAL COMMITTEE

MEMBERS:

1. Wes Nelson, Chair
2. Roy Assin
3. Mitchell Lands
4. Sue Boshey
5. Reno Cameron

Feast took place May 13, 2024

Meeting took place June 6 and July 3, 2024

On-going Items:

- July 23, 2024 presentation from Howard Copenace on traditional voting for Executive Committee
- **RECOMMENDATIONS** from July 3, 2024 Committee meeting
 - To move forward with Traditional Voting for Executive at AGM
 - Feast Host Director to receive honorarium as great deal of work goes into preparations
 - Drummer/Singer honorariums be increased from \$125 to \$250
- Staff attending at Cultural Events and Sweats – Dennis to arrange
- Annual Cultural Training – Chief Designate reports on
- Feather presentation to Staff – currently feathers are provided to new hires and promotions
- Feathers in vehicles - teaching to go with feathers – Are they in Admin vehicles
- Artwork in Detachments
- Criminal Record Checks (CRC) for Drummers/Singers – discuss fee for CRC

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
 2. Christine Jourdain
 3. David Kelly
 4. Sean Councillor
- Meeting with PwC – Suggested date of July 29, 2024.

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson
2. Barney Petiquan
3. David Kelly
4. VACANT

Meeting Held July 17, 2024

On-going items:

- One-time funding for Board Policy and Procedure development

FINANCE COMMITTEE

MEMBERS:

1. David Kelly, Chair
2. Danine Chief
3. Barney Petiquan
4. Donna Namaypoke
 - Next meeting is August 27, 2024
 - Meeting held July 11, 2024
 - BEAR Fund has been integrated
 - To review BEAR fund process at next meeting

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Sue Boshey
 2. Mitchell Lands
 3. Tania Boshkaykin
 4. VACAT
- No meetings to date

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS

NI #1 – PRESENTATION - UPDATE by PricewaterhouseCoopers (PwC)

Gave floor to PwC – Lindsey Gray highlighted the following:

- Work has been Operational so far – Operations – every detail now putting together a Current Status Report. We can build on that – and be doing more engagement with community and staff –
- Community Engagement – Letter went out to the Communities
- Want to ensure you are involved
- Have started weekly updates to ensure helping us with logistics
- Other thing to flag this is Operational side – will tackle Strategic Plan and want to interview the Board as well. Will speak individually with Directors.
- In the fall will have a visioning session with the Board

Q: When speak to Community Engagement is it leadership or community

A: Both

NEXT MEETING DATE/LOCATION

The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 2nd Quarter - Tuesday October 28, 2024

EXPENSE CLAIM PAYABLE

Expense Claim accepted.

ADJOURNMENT - Meeting was adjourned at 2:30 p.m.

A handwritten signature in dark ink, appearing to read "Christine Jourdain", written in a cursive style.

Christine Jourdain
President

A handwritten signature in dark ink, appearing to read "Sue Boshey", written in a cursive style.

Sue Boshey
Vice-President