



October 23, 2025

6:30 - 9:00PM

Zoom

In Attendance:

Chair Lisa Hageman, Maureen Bailey, Valine Brown, Lori Wiedeman, Bret Johnston, Flavien Mabit, Goox, Duffy Edgars, Berry Wijdeven, Tarah Samuels, Emmy O’Gorman, Karen Dean

Regrets:

Billy Yovanovich, Ooka Pineault, Terry Carty, Lisa Bell

Staff:

Chief Executive Officer Latasha Williams, Communications Manager Jen Bailey

Note: The following is accurate reporting of the meetings as they occurred; however, these minutes are not to be constructed as a verbatim report of all conversations that transpired, but rather a reflection of the outcome of those discussions, where necessary members have been quoted as closely as possible.

1. Call to Order

The meeting was called to order at 6:33 pm.

2. Message from the Chair and Opening Prayer

The Chair welcomed everyone. Goox offered an opening Xaayda Kil prayer.

3. Amendments to the agenda

There were no amendments to the agenda.

4. Approval of the Agenda

The agenda for October 23, 2025, Gwaii Trust Society Board of Directors meeting was approved as presented.

Motioned by Flavien Mabit. Seconded by Lori Wiedeman.

CARRIED

5. Consent Agenda

The consent agenda was approved as presented:

- a. Previous minutes from August 21, 2025
- b. CEO Report
- c. Dashboard

Motioned by Bret Johnston. Seconded by Duffy Edgars.

CARRIED

"IN CAMERA" All program discussions are held in camera. GTS Policy: In camera sessions will be called to deal with issues of personnel, legal, financial matters and program allocation decisions. After the Board has taken a decision, the results become public and will be published.

6. Respectful Workplace Policy

Bret clarified that all complaints go through Latasha unless they involve her, at which case it then goes to Executive. Board approved the respectful workplace policy.

Motioned by Maureen Bailey. Seconded by Lori Wiedeman.

CARRIED

7. Community Innovation Grant Intake:

Flavien declared a conflict of interest. The Board of Directors approves as follows:

- a. Sandspit Community Society – Remote Health & Wellness Pilot Project - \$8,730
- b. Village of Masset – Village of Masset Website Development - \$10,000
- c. GaaGagaay Men’s Group – Men’s Healing and Resilience Workshop - \$10,000

Total - \$28,730

Motion to approve by Duffy Edgars. Seconded by Valine Brown.

CARRIED

8. Youth Grants:

The Board of Directors approves the Youth Board Committee’s recommendations, and the following grants are approved with the listed conditions:

- a. Adaptive Sports from HG Rec - \$5,296.00 – No conditions
- b. CatLeaps Gymnastics from HG Rec - \$4,267.00 – No conditions
- c. Haida Gwaii Youth Soccer from HG Youth Soccer League - \$10,000.00 – No conditions
- d. Youth Outreach by Laskeek Bay Conservation Society - \$10,000.00 – No conditions
- e. Mindful Martial Arts Spring Break Camp 2026 by Sandspit Community Society – \$7,826.00 -
Condition is to specify what age range will be able to participate

Total - \$37,389

Motion to approve by Maureen Bailey. Seconded by Bret Johnston.

CARRIED

9. Grant Extension requests:

The Board approves the following grant extension requests:

- a. XKMAP (2024 - \$40,000) - extension approved until October 31, 2026

Motion to approve by Maureen Bailey. Seconded by Flavien Mabit.

CARRIED

- b. OMVC District Heating Project (2021- \$65,000) – extension approved until October 2026

Motion to approve by Bret Johnston. Seconded by Flavien Mabit.

CARRIED

10. Grant Appeals

The Board clarified that the CEO has the ability to review grants prior to advising an applicant of a staff Decline with a goal to resolve where possible. CEO continues to have authority to provide short-term extensions.

11. Grant Policies

There was discussion about certain grant policies like the CEG/Staycation grants and the residency requirement. An appeal was brought about a youth who requested to apply for a grant, but they lived off island; their ID had not been updated and still read as Sandspit. The youth did not meet the 24 consecutive month residency requirement. This led to a larger discussion about residency requirements and prior appeals. The board recommended that the Grant Committee discuss the issues around residency and invite staff member Pam Hill to go over her experiences at their next meeting. Motion is set aside for now.

12. Audit and Finance Committee recommendations

The board approved the following Audit and Finance committee recommendations and the following policies for the GTS Human Resources manual:

- a. GTS Acting Pay Policy – formatting errors to be fixed
- b. GTS Off Island Travel Policy

Motion to approve by Bret Johnston. Seconded by Lori Wiedeman.

CARRIED

The GTS Gift Card Policy is to go back to the Audit and Finance Committee to clarify a few details.

13. Honorarium Policy

The board approved the GTS Honorarium Policy.

Motion to approve by Duffy Edgars. Seconded by Flavien Mabit.

CARRIED

14. Transparency Policy

The board approved the GTS Transparency policy.

Motion to approve by Valine Brown. Seconded by Flavien Mabit.

CARRIED

15. Haida Gwaii Community Foundation

Based on the recommendations from the HGCF Committee, the board approves issuing a 2024 payout to the Gwaii Animal Helpline immediately, based on the ending 2024 balance.

- A cheque could also be issued now under this option.
- The payout could be calculated as 4.5% of the 2024 ending balance and recorded in the 2025 financials as the payout for 2024.
- Going forward, annual payouts would always be based on the prior year's end balance and the upcoming Annual Distribution Policy
- The management fee component would be addressed separately during the 2025 year-end process follow

Motion to approve by Maureen Bailey. Seconded by Duffy Edgars.

CARRIED

16. Athlii Gwaii Legacy Update

The Chair spoke about consultation with matriarchs about community events for the 40th anniversary. In respect to all of those who stood the line at Lyell Island and in recognition of their commitment to protecting the Islands, a motion to recommend that as part of the launch of Athlii Gwaii Legacy funds, each of the 84 participants to awarded \$5,000. In addition, we recommend staff commission 90 - 8" X 8" Bentwood Boxes to be given as follows: 84 participants plus 1 gifted to each of the member communities Masset, Old Massett, Port Clements, Skidegate, Daajing Giids, and Sandspit.

We further recommend the purchase of 125 Athlii Gwaii Legacy logo stickers and Athlii Gwaii Legacy community dinners in January 2026 tentatively scheduled for Old Massett and Skidegate.

84 X \$5,000 = \$420,000 to be paid from AGL this year

90 X Bentwood Boxes \$35,700 to be paid from AGL this year

125 X Stickers = \$3,500 to be paid from AGL this year

Applications open to the public on the website on January 9, 2026.

Motion to approve by Flavien Mabit. Seconded by Lori Wiedeman.

CARRIED

17. November Meetings dates

The next meeting dates are:

- a. Haida Gwaii Community Foundation – Nov 6
- b. Grant Committee – Nov 10
- c. Board 2026 Budget meeting – Nov 17
- d. Audit & Finance Committee – Nov 20
- e. Board Allocation Meeting – Nov 24

18. Adjournment

The Chair motioned to adjourn the meeting at 7:56 pm. Valine motioned to approve.

/jb