



**Kluane First Nation
October 22-24, 2021
General Assembly
*Burwash Landing***

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Attendance

Chief & Council:

Chief Bob Dickson
Councillor Christabelle Carlick
Councillor Kathleen Johnson
Youth Councillor Colesen Ford

Guests:

Tim Cant, Chair
Chadd Gregson, Morine & Schindler
Lisa Badenhorst
Katelyn Friendship, Minute taker

Staff:

Geraldine Pope
Kara Andre
Jay MacDonald
Mary Anne Carroll
Michael Wylie

Citizens:

Maureen Johnson		Becky Miller
Mike Johnson	Pauly Sias	Marissa Mills
Liz Johnson	Ron Bouvier	Louise Bouvier

Luke Johnson	George Johnson	Jared Dulac
Robin Bradasch	Joseph Bruneau	Grace Southwick
Juniper Groves	Owen Miller	Tosh Southwick
Shannon Walker	Monique Martin	Janice Dickson
Sharon Kabanak	Dennis Dickson	Alyce Johnson

Meeting start: 9:20am

Opening Prayer: Robin Bradasch

Chair Remarks

The Chair, **Timothy Cant** introduced himself.

I have been coming here for many years and know a lot of people. We have lost many people over the past year: Aaron Doris, Dorothy Johnson, Mary Easterson, Agnes Johnson, Richie Johnson, Thomas Joe, Shannon Sirosky.

Moment of silence followed.

Adoption of Agenda

The Chair reviewed the agenda.

Rules of Order

The Chair read the rules of order into the record.

Welcome

Chief Bob Dickson: Good Morning everyone. Welcome to the Annual General Assembly. We have suffered huge losses over the year, and we want to recognize and support the families as we move forward. Thank you to all the Citizens who came out today to make this possible. With COVID, things could change at any time. Thank you for your patience over the last couple of years; it has been a trying time for everyone, but we managed to get through it. We are hoping we can move forward with some resolutions and direction to go forward today. Thank you to the coordinators who make this meeting happen. Some of our people have suffered from COVID, we are here to help them and can support anyone who needs us.

2020 General Assembly Minutes

Chief Bob Dickson: The 2020 GA was virtual, and we recorded all the minutes on Zoom. There is a timeframe that you must download the recording from Zoom, and we weren't aware of that. Our recording was lost. We pulled together the resolutions from the meeting but do not have minutes. Unfortunately, that is what happened. This is new technology to us.

KFN Audit Presentation

Chadd Gregson reviewed CMHC social housing financial statements. He noted there was not much fluctuation between 2020 and 2021. Chadd reviewed the consolidated financial statements summary, statement of operations, cash flow, and breakdown of expenses by object. Investments have increased, because of a new investment and there was an increase of \$10million from the treaty loan forgiveness

repayment. There were no other significant changes on the balance sheet. Long-term debt has gone down with repayments.

Mary Anne Carroll took over the review, due to internet issues.

George Johnson: What do you mean by “expenses by object”?

Mary Anne Carroll: Consolidated, expense category.

George Johnson: This is the first I have seen. “Object” throws everyone off.

Robin Bradasch: It is the total amount KFN has spent for each category. It is broken down by department in the following statements. It is all expenses KFN has had in the fiscal year.

Mary Anne Carroll reviewed the statement for each department: Wellness; Public Works & Municipal Services; Human Resources; Executive & Administration; Lands, Resources & Heritage; Finance; Governance; and Economic Development.

Gloria Johnson: With the cost of everything going up, vehicles, tires, gas, KFN has a lot of vehicles. Is there any way we can have a summary on what we spend on them? How many vehicles do we have? Is there an inventory, how much are we spending on vehicles?

Jason MacDonald provided a breakdown on vehicle expenses and noted there is an inventory and KFN keeps track of mileage for each vehicle.

Gloria Johnson: How many vehicles do we have? I notice they are used everyday; how much are we spending on gas, vehicle maintenance? Seems quite high. How are we going to address increasing costs? Amount of money that we spend on food, we seem to spend a lot on food. How much money are we spending on food?

Mary Anne Carroll reviewed the food expenses for each department. Majority of it is spent in Wellness because they offer the hot lunch program.

Christabelle Carlick: During the pandemic, we gave out our existing food, restocked, and did rounds for food supplies for Elders and families. At Thanksgiving, Christmas, provided KFN families with food hampers. Majority of the expenses are hot lunch program, which is funded by the Jordan’s Principle.

Kathleen Johnson: Majority of our food runs through the hot lunch program. Shannon Walker provides food for the daycare and school daily. We spend a lot of money buying Elders food and prep foods from the Haines Junction Food Association, mostly for the older Elders. The community lunches we used to do comes from the food budget, but this program has slowed down with COVID. When we do programs and workshops, we provide food, but a lot of the funds come through grants.

Monique Martin: \$19,534 “bad debt” on public works statement? Rental income, travel, utilities have all increased. Utilities have doubled. Why? The lights at the skating rink are always on.

Jason MacDonald: Travel includes travel diem for our contractors and is incorporated into the overall builds of the new homes. Utilities, lights at the arena are on all the time, but a huge part of the expense is the water treatment plant. It is now KFN's responsibility.

Mary Anne Carroll: Utilities include wood, electricity, heating fuel. Public works took over the Elders fuel program, which also contributes to the increase.

Chief Bob Dickson: Skating rink issue, I've gone over and shut the lights off. If people are using, please shut off when done or if you see the lights on, please stop and shut them off.

Mary Anne Carroll: Wellness, utilities went down, and the increase went to public works. The new water treatment plant is also very expensive.

Chadd Gregson: Bad debt is related to funding from YG. It was declared that the \$19, 534 was going to be uncollectable, so we had to report it as an expense.

Alyce Johnson: Food expenses. When there is an Elders luncheon, there is supposed to be income coming in from those individuals. Where is that reflected? For example, \$5 a plate from each person. Where does that revenue get absorbed in the financial statements? How much does KFN make a year on that?

Kathleen Johnson: We can't charge for meals. It's a donation if they can. Most of the time we get about \$20. Most of the meals for Elders comes from the homecare budget or core funding. Donations go back into the homecare program. We charge a fee for presentations, from YG for example, and that money goes back into the program too.

Mary Anne Carroll: No lunches this year, pre-packaged meals, which were bought through the hot lunch program.

Shannon Walker: I've never seen a donation for the lunches I have provided.

Monique Martin: Are office expenses mixed up with Wellness and HR? It jumped up by \$3000 in a year and Wellness dropped \$4000. Majority of office expenses per department have gone down.

Mary Anne Carroll: Office expenses include a variety of things, including cellular. Majority of office supplies are charged to Executive.

Chadd Gregson: Office expenses, that's the way they are classified for financial statement purposes. Not a material amount on the financial statements. \$3000 that's how they were classified, it wasn't a mix up between departments. HR costs have fluctuated year to year. In office expenses, that includes office supplies, photocopier expenses, user fees, supplementary needs, freight and shipping. In HR, most of the office expense were staff appreciation.

Sharon Kabanak: I don't see training costs for employees or labour costs. Would be good to know how much training is happening.

Mary Anne Carroll: Under professional development.

Mary Anne Carroll continued to review statements. The decrease in spending is due to COVID. Noted that there is a large increase in Lands, Resources & Heritage, because of the loan forgiveness repayment and funding for a renewable energy project. Finance department revenue is higher because we add any funds from core that are not in the budget. Governance funding increased because of money received for gap closing. Salaries in governance increased because of new employees.

Gloria Johnson: We only have two people in Finance and should have more people working there. Do you see expanding the department? Finance is busy all the time.

Alyce Johnson: Finance, professional development dollars went down. I know COVID has impacted our departments, but education and training is very important for Finance. They are handling all KFN money. In 2022, with the strategic plan, target education and training for that department.

Mary Anne Carroll: Economic development, the money is flowed through to Kluane Dana Shaw Corporation. There is no revenue because they had a delay in their budget being approved.

Gloria Johnson: KFN carried the deficit for the development corporation?

Christabelle Carlick: No revenue, this funding comes from the core dollars. It looks like there is no revenue because they were late in putting in their budget. There was a lot of delays because we weren't satisfied with the way it was presented; they weren't following the same template. This is just how the auditors present it. There is a template they have to follow, requirements that Council has to approve before they get their funding. Tosh Southwick has come on as their Chair recently, which will streamline the process.

Motion #01 (October 29, 2021): To accept the 2021 KFN Audited Financial Statements as presented.

Moved by: Tosh Southwick

Seconded by: Sharon Kabanak

Passed by Consensus

BREAK 10:45-11:00am

5. 2020 Resolutions Update & Reading of 2021 Resolutions

2020-01: ELDER'S SUPPORT COUNCIL POSITION/CLERK TO COUNCIL

Kathleen Johnson: We have added this position to the Organization Chart, submitted a budget and are currently working on a job description. Once completed, will advertise for this position.

Michael Johnson: Would the Clerk to the Council replace Elders Councilors? Is it an appointment?

Kathleen Johnson: This position does not replace Elders Council. It will be a person that works with the Elders Council when they meet and with the Chief and Council.

Christabelle Carlick: Elders Council wanted someone to support the Elders Council the most and to also assist with Youth Council, to help with organizing meetings. The Clerk is to support those two Councils

and if there are other things through the Council that the Executive won't do, then the Clerk can assist with that as well.

2020-02: LANGUAGE AND CULTURAL REVITALIZATION PROGRAM

Pauly Sias: Language department was approved by Council. We will be posting the Language Director soon and are developing a structural plan for the department. It is taking some time but will come together. Director position will be posted in the near future and is being worked on.

Gloria Johnson: When is the start-up date?

Pauly Sias: The sooner the better. We are doing the background work on forming a job description for the Director and are working with the Language Nest staff. Hoping it will be posted in the early new year.

Monique Martin: One of the things KFN needs to consider is linking this department with Lands-Resources & Heritage and Education. We have silos and when looking at a language department, it permeates to all other areas. Address linkages prior to the development of the department and the director position. Need to promote more collaboration. Since it is brand new, this should be addressed prior to; it will be most beneficial.

Pauly Sias: I agree. Departments should be networked throughout the entire organization. Connection to Heritage, Education and throughout KFN there will be linkages to the language department. We are taking more time on the front end of development.

Michael Johnson: Would you have an individual with Tlingit dialect recruited in the language department?

Pauly Sias: It is a brand-new department and is open to all options. Descendants of KFN are not all Southern Tutchone, and we see space for that inclusion as well. Open to all suggestions. Come chat and share ideas for that department.

Dennis Dickson: Consider Northern Tutchone language. A few years ago, George Moses (NND) was here, speaking the same language between Northern Tutchone and here. There is crossover with Southern Tutchone and Northern Tutchone.

Gloria Johnson: Language department, will KFN have requirements for education and languages in Southern Tutchone, Tlingit and Northern Tutchone?

Pauly Sias: It is brand new, and these are great suggestions. It would be amazing to include all of it. Connection of Southern Tutchone and Burwash people to other language groups. Long-term, it is a good vision we can work towards. We will start small and focus on Southern Tutchone to begin with. There is lots of room for growth.

Sharon Kabanak: When I worked at the school, I did language training. We are behind in speaking the language; everyone speaks differently. I went to Alaska cultural centre, Elders and visitors can go and share stories in their language. It is recorded live and then filed for use. Ongoing capturing of knowledge and language. Really important to find the funding for that. We have to look at how easy it is to get funding for this and get proposals put together for language programming. Hardest part is getting our

interpreter capacity built up. We have to look at our UFA and doing what we said we were going to do for self government.

Alyce Johnson: Recommend that KFN organize a language meeting with Citizens, parallel to the development of the language department.

Sharon Kabanak: The last Elders retreat, we worked on cultural revitalization. I would like to see singing, dancing, setting fish nets, those are the things that keep the language going. Language is part of our community, our upbringing, for children to do afterschool too.

2020-03: ESTABLISHMENT OF AN ANNUAL GATHERING OF LANGUAGE AND CULTURAL GATHERING

Christabelle Carlick: Nothing has been done since the resolution. We've had a couple of meetings with Elders prior to the resolution. Meetings were postponed with COVID. I have not wanted the meetings to be in person but by teleconference, which has been challenging. I don't see this happening right now but will look into next year. We had a trip planned but it was cancelled. Everything was cancelled due to COVID. This is something that will move forward with Clerk of Council and Elders Council after the election. It is hard to say what will happen with COVID going forward, but we will look at it for 2022.

Alyce Johnson: Recommend this resolution fall under the language department. Would be one of the responsibilities within that department. This discussion can be held at the community language meeting.

Sharon Kabanak: Cultural gatherings, I would like to see more in the community. Culture and customs by guest speakers. There is a difference in the way people talk and explain themselves. It would be nice to have a meeting with a guest speaker to share. For example, "We hang kerchiefs; we dance with ours; and we give them away". So, we can understand different practices. We must know the expectations of the people. We must stand up with our voices or we will lose our way. This is where we come from, who we are. From our voice and how you explain yourself. We are going through hard times because we don't explain ourselves, to sing and dance at gatherings. We must teach the kids and practice it too. We made videos before, but we need to practice it.

2020-04: HONORARY CITIZENSHIP NOMINATION PROCESS

Robin Bradasch: No update. All Constitution amendments that we made, were passed last year. We did them already.

2020-05: LEGISLATIVE PROCESS

Robin Bradasch: This has already been done with the Constitutional amendments.

2020-06: RECOGNITION OF TLINGIT ANCESTRY

Robin Bradasch: We did make recognition in our Constitution last year to recognize the Tlingit origin of many of our Citizens. We put it in our preamble but did not go as far as claiming it as an official language for our government because we weren't sure if we could uphold this. It is something we want to move towards.

Gloria Johnson: Co-honorary citizenship is in the Constitution now. There are so many amendments to the Constitution, what is the summary?

Robin Bradasch: This was not to add honorary citizenship. That has been in our Constitution for a long-time. Any time it has come up for discussion, the majority have supported it. This particular amendment

was because we had a number of nominations come forward to the GA and there wasn't a formal process for them. We added a process to the Constitution. Nomination forms, being reviewed by Citizenship committee in advance, and recommendations to go to the GA. A more stringent process was added. Anticipate we will be debating whether we will accept honorary Citizens forever. We only have two and is not something that we have ever given out, both nominations were unanimously passed at previous GAs.

Christabelle Carlick: When we did these resolutions last year, this was discussed thoroughly at the GA, and you can see the changes in the resolution. I would like to ask the Citizenship Committee if they could do an update meeting. We've discussed at Elders Council the changes to the Constitution Committee and the process, but there are questions about Constitutional policy changes.

Robin Bradasch: We could prepare something for the next newsletter that explains the cycle for Constitutional changes.

Sharon Kabanak: COVID outbreak, I have a paper that says resolutions were made for COVID restrictions. Constitution, resolutions cannot be made unless approved by the GA or SGA. I asked at the Elders meeting about making resolutions that are out of context and how it could be done without a GA or SGA.

Robin Bradasch: The responsibility for COVID lies solely with Council. Resolutions were Council resolutions and would not come to the GA.

2020-07: ADMINISTRATIVE "HOUSEKEEPING" AMENDMENTS

Robin Bradasch: This has already been done with the Constitutional amendments.

Michael Johnson: I want to include people with disabilities to be protected under governing bodies and need help writing a resolution.

Robyn Bradasch: We can't do anymore resolutions for today but could talk to the Resolutions Committee about a motion. If it's about the Constitution, we can discuss and bring forward for the next meeting.

Michael Johnson: I will wait for the Clerk of Council to be established for support.

Christabelle Carlick: Another thing to look at is the HR policy. Priority to hire people with disabilities could be incorporated into the process, as it is covered under the Canada Labour Code.

Kathleen Johnson: We talked about it at Elders Council. Disability supports and services and Michael wanted to make a motion for this GA. I asked the homecare worker to attend the next Elders meeting and share programs that are available for Elders and those with disabilities.

All Candidates Forum

Robin Bradasch: People have asked about the virtual All Candidates Forum scheduled for November 4th, 7pm-9pm. All questions are to be submitted prior to the forum. Questions deadline is November 2nd. Deadline to register is November 3rd. The moderator (Robin Bradasch) will be posing the questions to the candidates. If you want to participate, tell me and on the day of forum, you will receive a Zoom link.

If you do not have the technical abilities, a screen will be set up in the hall. Please let me know today if you have questions or want to join in.

Alyce Johnson: Questions that come forward that have similar or overlapping topics, will the moderator narrow down the questions, so they are not repetitive in the forum?

Robin Bradasch: That is why we want them in advance. We will not pose the same question to each candidate. I will try to amalgamate questions as much as I can and will direct them to the ones I feel should answer. Not everyone will have to answer the same question. At the beginning of the forum, everyone will have a number of minutes to discuss why they are running and their priorities.

LUNCH (12:00pm-1:00pm)

Robin Bradasch: The Trust, this year won't have community update with the corporation until later in the year. Opportunity for youth to attend a Trust conference. Investment manager will cover the costs to attend (virtual). Any youth interested aged 18-25 let us know and we will sign you up.

Resolution 2021-01 was read into the record by Luke Campbell.

Motion #02 (Oct 29, 2021) was read into the record by Tosh Southwick (on behalf of Michael Johnson).

Council Update

School Project Update

Pauly Sias: I am the ED of KFN, and this is my first GA as executive director. We have a very exciting project, a new school in Burwash. It has been over 100 years in the ask. We are at a point where we are planning towards it. Lisa Badenhorst, former governance director is consultant on the project. We are representing KFN interests at a project management table with YG. We attend biweekly meetings. *Update circulated to Citizens. Pauly showed a map where the school will be located, based on Citizen consultations.*

The decision to choose a location has been made. It was hard to keep everyone engaged at the same level, at a process like this. This is just one piece of a big picture. I am happy to discuss reasoning with anyone. The long-term vision of the community is to join Copper Joe subdivision. This location will be central to the community as Burwash grows and is on KFN settlement land. An architect company has been hired to design the school with the project management team. We are at that stage now. Three conceptual designs have been proposed by Taylor Architecture Group. Nothing has been decided yet. On November 24th we will have large kick-off meet and greet dinner with the architects and project management team to celebrate there will be a school in Burwash, followed by a virtual community consultation on Nov 25th that will be inclusive of everyone. The school is planned to be a very modern building. It is a huge win for the community, for KFN, and everyone in the area. I have confidence and excitement in this. We want everyone to be at the meeting, where we will review the three conceptual designs. Encourage everyone to actively participate. Crucial we hear from everyone about what you want to see. Department of Education, 21st century learning, we want the community to have opportunity to pick modern pieces and traditional learning things that we want to combine. Right now, the current school has a handful of students, and it is hard to justify building a big school, but we only have a dozen kids because we don't have a good school. It is being designed to accommodate 40 students, K-12. We will no longer need students to leave the community. Hope it will also bring families home.

Alyce Johnson: Who are the committee members?

Pauly Sias: Myself and Lisa Badenhorst represent KFN, Janet Pink (Moore) represents the YG-Education, and David Greer represents YG-Highways & Public Works. The Taylor Architect team also participates in the project management group. We have received direction to post for a project manager. Someone who will take on project on behalf of KFN. An RFP will go out soon. I hope Citizens will consider putting their name forward. Work and consultation will continue and heighten and strengthen, which the project manager will take the lead on.

Alyce Johnson: The old school, once the new school is built will KFN have interest in discussing with YG use of the facility and grounds? There is potential for educational programming to occur there. On the timeline, consider the master agreement that was implemented by the federal government and changed. Responsibility when it was transferred to YG, the agreement changed in terms of the timeline.

Pauly Sias: Grace Southwick compiled an extensive timeline, and we will look at that in-depth. We will also have it at the community meeting so we can add to the timeline. 100 years is a long time.

Michael Johnson: Information about the school - it was initiated in 1921? Add on to the timeline.

Christabelle Carlick: Michael asked if the school was initiated in 1921 or 1917? In 2017 it was 100 years. Actual start date is 1917 from a letter that was written. So it is actually 104 years in the making.

Dennis Dickson: I have a diary of Jean Jacquot when he started the lodge in 1904. Elijah Smith was teaching school here after the highway was built in Champagne and here. They had another school here too.

Gloria Johnson: There was a day school operated by Roman Catholic Church in 1945.

Chair: In other communities for work like this, we used a long sheet of paper on the wall with the timeline and then had Citizens put tags up with their knowledge. Allows everyone to contribute.

Sharon Kabanak: At the Elders retreat, we decided we would call the new school the Mary Easterson School. She was a teacher all her life and encouraged people to keep working on building the school.

George Johnson: Timelines, 1915 or 1917 there was only a trading post in Burwash, it was just a fish camp. It wasn't until Kluane Trading Post was established, 1920 then people started moving here and building cabins. It wasn't until 1945 that a highway went through. How can we have been dealing with government for 100 years?

Louise Bouvier: My grandfather wrote to the bishop of Yukon asking for a school in 1917. Was a Trading Post. I went to school in Burwash in 1946. My grandfather had a bible/diary and had all the dates of the births, marriages, deaths. I asked for that diary, and they wouldn't give it to me. It would be interesting to see if we can find it.

George Johnson: After the highway came through, everyone could move around. Prior to that you had to walk, use a horse, or dog team just to get from here to Champagne. Took one week of walking to get there.

Alyce Johnson: Recommend on November 24/25 that we have a sheet on the wall, and everyone can put in their events over the timeline. In the meantime, to ensure the information is correct, have someone from Archives confirm specific dates. This will become a very important document in the future.

The Chair noted Bella Coola has an Indigenous school. Can look at for ideas.

KFN Admin Building Update

Chief Bob Dickson: Over the past couple of years, we have been having meetings to expand our administration building. We must build more space for our staff. Over the past couple of years, supply and demand have increased costs. Last year, we made the decision to put this on hold and concentrate efforts on the building the school. One big project at a time. We are thinking of changing the location of our administration building and changing it to a community hub to attract more funding for it. It is on hold for now until the school is built and then we will move forward.

Monique Martin: KDFN has a massive new building and a number of others. Connect with them to see how they have done it, accessed funding, etc. Their new building is the shape of a salmon.

Chief Bob Dickson: The firm we have hired doesn't look for funding. KDFN has different circumstances than Burwash. We are different but still moving forward trying to get funding for this project.

KFN Admin Update, Governance, HR restructure, departmental review, COVID update

Pauly Sias: We have a lot of opportunity for hiring people right now. Many positions we are recruiting for. There is a balance of growing out of our current office space but also needing to hire more people. We have to be willing to accommodate staff needs and recruit the right people. Encourage everyone to think about the postings. Governance and HR department are about to undergo restructuring. In Governance, there have been a lot of recommendations on how that department could be improved with changes of positions. We are working to restructure. The Governance director position will be interviewing within two weeks. Recommendations from previous staff and from HR review from two years ago are being incorporated and implemented. We will do a similar process to restructure HR too. We are working with Neil (HR consultant) to determine how to better suit the needs that KFN requires for self government. Overall, KFN works hard to try and find the right staff to fill positions, which is challenging. Staff who are currently with KFN, many who have been with KFN for a long time, are hardworking. It has been a challenging couple of years with COVID and losses. I hope the future is getting better. COVID tests allow us to get together again.

Alyce Johnson: Any plans for the creation of new positions when the new office is in Whitehorse and increasing KFN staff in Whitehorse?

Pauly Sias: KFN has an office in Whitehorse, which was very recently finished. This is very exciting and opens some flexibility for KFN to create new positions and have a venue in Whitehorse to offer some staff positions to work out of there. We are hearing increasingly that a lot of people who want to work with KFN don't want to move to Burwash. We also have a housing situation here. Helps to accommodate for some people. There are currently two positions working in the Whitehorse office, with more people to join soon. We are working on the connection with our office and the Whitehorse one. The Whitehorse office is meant to be venue for Council to have meetings, Citizens could book the boardroom for meetings, etc. New direction and exciting for KFN. We need that home base in the capital city and to open it up for our Citizens there to engage with KFN. We are looking at dates for an open

house the first week of December. We will have an open-door policy. We are also going to be having a job fair to showcase what it means to work in Burwash, as well as share vacant positions.

Tosh Southwick: Great you are reviewing positions. Strategically it looks bad when KFN posts 15 positions at once. We should be more strategic about it and post key positions first. Right now, KFN has a very western approach to hiring and recruitment. CAFN has interesting positions, LSCFN has different approaches to associate directors (mentorship) and KDFN is doing a project to decolonize their hiring process. Education is the best investment for any Nation. I don't see KFN at a number of meetings because we don't have the capacity. We are a Nation that are highly educated, but we don't invest in it. Along with positions and a hiring strategy, see what contracting opportunities there are. There are KFN Citizens that can do contracts. When we are in a tough spot, we tend to hire whoever applies, but it won't work out. You should call people and have informal conversations about people who are applying. There are people who circle through the YFNs.

Sharon Kabanak: If someone is applying from Burwash to work in Whitehorse, do they get housing? Who is their director? HR resource worker that is hiring people to work in Burwash, why are they working in Whitehorse to hire people for Burwash?

Pauly Sias: The concept of hiring and posting for jobs that are flexible, does that mean you can work in Burwash or Whitehorse? No, there are certain jobs posted specifically for Burwash. For example, Heritage manager, we want that person to be in Burwash. Other postings are posted as based in Whitehorse with requirement to come to community one week every month, such as Lands manager. As we move forward, there will be flexibility in some positions. If not deemed to be essential to be in the community and they want to work in Whitehorse, KFN will consider. COVID has taught the workforce in general, a lot of jobs can be done effectively remotely. Who is the director in Whitehorse? The employees report back to the department. Lands manager reports back to the Lands director here in Burwash. We are looking at having regular staff meetings in alternate locations. Housing-KFN is not considering any sort of offer in Whitehorse, it is a perk to have lower rent in Burwash. HR working out of Whitehorse, I hear that concern, it would be ideal to have HR working here and be more engaged and familiar with the community. Deena Xavier is helping us keep HR going for now. There are a couple of postings up for HR and we are actively seeking someone to apply and do those positions in Burwash.

Colesen Ford: COVID update- we are almost two years into a global pandemic. I attend the weekly Yukon COVID update meetings. COVID is still and continues to be a major issue in Yukon communities. KFN is trying to find new and practical ways to ensure safety of our Citizens. Example is COVID testing like we have done today and at other events we are hosting. As we move forward, being patient with each other is vital. As our community learns what it means to live in a new normal, we all must be accountable and hold each other up. Go to [Yukon.ca/covid](https://www.yukon.ca/covid) or follow KFN Facebook page for all relevant and current information.

Chair: I want to commend KFN for the responsible efforts and the work you have done.

Tosh Southwick: Appreciated the COVID testing. YG and Canda have rolled out a vaccine mandate for a number of positions. What will KFN's approach be for positions who work with vulnerable populations?

Colesen Ford: November 30, the COVID mandatory vaccination is being implemented territory-wide. For KFN, we will diligently be following the updates. We are looking towards the bigger YFNs and what direction they will be taking. Looking forward, testing and mask use are our two greatest tools in

ensuring the safety of our community. As we get more information about vaccines and mandates from YG, we will make sure we are at the forefront.

Sharon Kabanak: KFN was going to do signage. I would like to see a road sign that introduces KFN just past the museum. Fix up the road and entrance to KFN village with a nice sign. Put a COVID sign there too, if you are coming from Alaska, tell them to keep going. Need communication for outsiders to our community to show respect for the pandemic and that we are responsible for what happens to our people. Sign on post office, says RCMP, mental health- that closed five years ago. Take signs down, put up something that is relevant. Look at the signs around here for clear messages.

Gloria Johnson: Employees that refuse to be vaccinated. What is the policy?

Pauly Sias: It is something we are considering, and it is quickly evolving. As of now, the KFN HR policy does not require vaccination, but everyone has been very upfront of their status. Something we are reviewing at the management level to include that consideration and requirement for KFN.

Alyce Johnson: KFN policy for individuals who may have left the Yukon or were required to leave the Yukon because of COVID-19 and supports available to those Citizens who went to another city. Support services sometimes are needed. We need a clear policy when it comes to COVID-19. Does KFN use the Civil Emergency Measures Act to enforce and protect KFN Citizens? When they do the communities, they list Destruction Bay and Burwash Landing as one collective community. I am wondering if it's important when Yukon publishes that information if we should separate the two communities so we can be more aware of the COVID cases.

Colesen Ford: Support has been provided on a case-by-case basis. What works best for families is what we are trying to achieve. CEMA, we are still operating on the Sept 21st order in Council that outlines the direction KFN takes on COVID. I encourage everyone reach out to KFN if you don't have a copy of that. Cases and vaccine counts on Yukon.ca, there are weekly updated case counts for the communities, and our region is combined with Burwash and Destruction Bay. The numbers don't necessarily reflect where the COVID case is. If you declare you are a resident of Burwash but live in Whitehorse, it shows up as a case in Burwash. I will bring forward the request to separate the two communities for reporting. Victoria Gold for example, has their own distinction for reports.

Sharon Kabanak: Emergency Measures have protocols for emergency response; why didn't they have any input into the COVID protocols? We have a letter from the Chief that noted all expenses incurred were by KFN, when Emergency Measures could have had input into it. Resentment and hurt that we lost Mary. COVID is in the air, can get anyone at anytime. The only time we feel it is when it happens to someone that is dear to us. It could come into the community and stay here. We need to set up a prevention protocol with Emergency Measures and have things ready for a disaster.

Alyce Johnson: In June, COVID-19 came to our community and in July we were completely impacted. When I spoke with YG, the stats that YG produces and gives to the public doesn't mean that they included the Hummingbird Clinic testing. YG doesn't allow that data to be part of the picture of what COVID looks like in Yukon. Media needs to present correct data. We need a correct picture of what is happening in Yukon.

Chief Bob Dickson: I had a meeting with Chief Smith from CAFN. He is in Carcross today at Yukon Forum and he will be speaking about COVID. I asked him to speak on our behalf on the Hummingbird reporting

and about the CEMA office and not responding to our requests. CEMA didn't respond to our calls. There was a shortfall of YG and in KFN and CAFN's opinion they didn't do a good job. They left the YFNs to fend for themselves and in most cases, they had to take care of their own.

Youth Council Update

Colesen Ford: Thank you for allowing me to be here. Happy how today has gone. It is inspiring. Everyone can feel safe today and I am extremely thankful for that. In my report, I speak to the youth centre, youth engagement workshops, my vision and next steps. Please reach out to me if you have any questions. I am asking for Citizens to share your thoughts, comments, suggestions, and ideas by filling out the last sheet. KFN youth are the future of our Nation and holding them up requires all of us. The struggles we collectively face, we know we are stronger together. There are 42 KFN youth all over the world. The pandemic has taught us and created an opportunity for us to come together stronger and with new tools like Zoom. Now we can engage youth in a new way and in a broader sense. I want to continue working with youth and bringing them home. KFN youth, no matter where they are, they are KFN, and they matter.

Alyce Johnson: Thank you for representing KFN youth and your good words. Recommendation when doing presentations, don't say "my vision" but a collective vision of KFN youth. There is a collective body that has to be represented in those presentations.

In Camera Session

BREAK (3:00-3:15pm)

Resolutions 2021

Resolution #2021-01 (October 29, 2021): Language Programming

Moved by: Alyce Johnson; Seconded by: Shannon Walker

Discussion followed:

Tosh Southwick: Great resolution. I am in huge support of recognizing the language crisis. It is becoming common practice and there are now four YFNs who are paying people to learn their language. It's a good resolution and I give total support behind it.

Alyce Johnson: We have a KFN youth member who applied for the youth training position through CYFN and YNLC, so we do have the process in place right now. Commitment to learning the language, culture has already started. I encourage people to look at the Klane Lake School website. ADM, Lori Duncan supported a joint project between KFN and the school to produce 10 additional electronic books. Encourage everyone to learn the language. Daniel and Aunt Margaret and Aunt Lena worked on a language book; it is now electronic. I hope the direct link will be up soon on the KFN website.

Michael Johnson: Nothing here for people with speech disabilities in regard to Native language.

Robin Bradasch: I support this. From what I understand, this approach has been quite successful and designed in way for people who are in the workforce that can do it and commit to it. Encourage everyone to try and make the time in our lives to commit to it. If we don't commit now, we will lose the language. A lot of it will be digital. I think we can accommodate people who have speech disabilities.

Alyce Johnson: TRC process, if we can allocate some funds that would start KFN moving towards preserving our language and our culture. We need a Yukon-wide position for critically endangered languages. It is very important when we are down to three speakers. Not sure what the status is of the other YFNs, but it is important to look at that for a collective voice. We have commonalities and shared dialect with Navaho people in USA. Late Uncle Jo-Joe brought Navaho to Yukon because they shared a language. Where are they for language status and what are some of the shared dialects between the two First Nations? KFN staff, are you referring specifically to Citizens or all staff for language training?

Luke Johnson: This is to be determined, but first priority would be to KFN Citizen staff members.

Dennis Johnson: You don't have to be a youth to learn a language. When I was in Carcross, Matthew Watson, he could speak the language, someone else could learn in his fifties.

Luke Johnson: The Paul Creek curriculum was built with Salish speakers in the Okanagan and Washington; their language was in critical state as well. They built this curriculum to save the language. We need to build the curriculum for KFN. It is built off six textbooks and we have already started textbook one. To get to textbook six, we will need financial support to build the curriculum, to teach it, and to support the students. We will develop the curriculum based of the curriculum of the Taku River Tlingit. The Taku River Tlingit had no speakers left in their Nation who speak their dialect. They have started putting this curriculum together and are on textbook three now. Students can sit down and speak a whole day in Tlingit after two years. The methodology and curriculum work. We just need enough money, support, and students, so that we don't lose our language. We have the last two fluent speakers here today. We owe it to them, our ancestors, ourselves. There has been a lot of push over the past, with GA resolutions and a language department that will be created. This is specific to creating a curriculum. Nothing to do with building the department but is specific to creating a curriculum for the Kluane dialect and a scenario where we can start having classes and teaching people.

Janice Dickson: Gerald is fluent in Southern Tutchone.

Monique Martin: You say it is for developing curriculum yet points three and four is jumping the gun, exploring options for staff to take the program. What is the budget for this? Developing and teaching the curriculum is more than that.

Luke Johnson: Textbook one should be done by Christmas, whether we have money or not. Classes will be starting January/February on Textbook one. How much money? When we look at the budget, millions of dollars are spent, but on what? This is our language; does it matter what it costs?

Chair: How much is needed? You are putting resolutions to action now. This is a good place to ask for money from Chief and Council and the GA.

Christabelle Carlick: I support the resolution; our language is important. I do not want to be the Taku River Tlingit where we don't have any language speakers. In five years, I want to be able to say this is what we've done. Mary Jane spoke about other FNs where they lost their language, and it took 25 years. Budget, we have surplus, can we pass a motion for the 2021 surplus and put it in a pot and add to it every year for this? We can put money in it and visit it every year.

Tosh Southwick: I don't think we need to get bogged down in funds. Resolution is clear that Council needs to make it priority. GA sets this as a priority. I applied for the Southern Tutchone program at YNLC

and didn't get into the program. We need something that is flexible for people who are working. We shouldn't get bogged down on the finances.

Kathleen Johnson: I support this resolution. Agree with Luke, we've spent how much money and how many years on language, and we haven't come away with one speaker, except for Gerald. We have spent millions so far to date. Luke has been working with Education and the Language Nest to try and promote this idea. He submitted a budget to us, and we are working to support him any way we can. Great idea. We are getting more younger generations that want to learn and we need to encourage and build this project.

Resolution #2021-01 (October 29, 2021): Language Programming

WHEREAS:

Southern Tutchone Kluane dialect is critically endangered with under 5 elder fluent speakers remaining. As a critically endangered language, the time is critical to create new fluent speakers for the next generations. Language programming in the Yukon has not created one new fluent speaker in the past 50 years of Kluane dialect. Typical approaches have placed the burden of teaching on the Elders and the children. It is widely recognized that in a critically endangered language, new speakers of parent-age are needed, in order to raise their children in the language. Educators and planners are coming to agreement that a new approach is needed, and for this very reason.

Priorities for critically endangered languages are:

- creation of cohorts of parent-aged speakers, supported to gain language skills they can reproduce in the home with their children
- strengthened relationships between Elder speakers and new communities of learners
- documentation of remaining Elder speakers
- training in successful second-language teaching methods to teach the language
- raise children in the language

The Paul Creek Method is a curriculum for second language adult learners that incorporates language acquisition methods such as the direct-method, Total Physical Response (TPR), TPR- Storytelling, repetition, immersion, games, and visual aids of this method.

The curriculum will address these critical areas by:

- specifically focusing on youth language learners and giving them hundreds of hours of language instruction
- build relationships between youth participants and Elder speakers
- create sequenced language materials based on Elder recordings, text, graphics, stories
- develop a simple, replicable language teaching method and train new teachers
- support new learners to speak language to their children and raise dialogues about the possibility of creating future language nests in FULL immersion

THEREFORE, BE IT RESOLVED THAT:

1. Immediately provide Financial and staff support to the development and teaching of the Paul Creek Curriculum;
2. Work with existing organizations with language mandates;
3. Explore options of KFN staff being paid to take the program and options for KFN citizens to be paid to complete the program i.e.. honorium, travel, meals, childcare etc.
4. KFN Government make this a high priority action item.

Moved by: Alyce Johnson

Seconded by: Shannon Walker

Passed by Consensus

Other Business

Motion #02 (Oct 29, 2021): To direct supports for Citizens with disabilities to help them get age-appropriate, meaningful employment, in addition to assistance with accommodations for that employment, with respect to the KFN Constitution Articles 4 and 5, that outline Citizen rights.

Moved by: Tosh Southwick

Seconded by: Alyce Johnson

Passed by Consensus

Motion #03 (Oct 29, 2021): To direct Council to have KFN Administration take immediate steps to address hunting pressures in the traditional territory of Kluane First Nation.

Moved by: Louise Bouvier; Seconded by: Christabelle Carlick

Discussion followed:

Chief Bob Dickson: We have been working with YG and the Yukon Fish & Wildlife Management Board (YFWMB) to bring this issue forward. When they close a section in Faro, everybody moves here for hunting. We went to YFWMB in the spring and brought it up again. We are trying to make some changes here. We are trying to get YG on board to support this issue for us.

Christabelle Carlick: Elders brought it forward quite a bit, the issue of hunting in our traditional territory. We need a staff person updating Elders Council on these issues. Besides me talking to it at Elders Council and Council table. We need someone from the Lands department to hear their concerns and bring those concerns forward from the community and Elders Council.

Robin Bradasch: Clarification, this makes it sounds like there is a big issue right now; is the concern people coming from outside our traditional territory or is this something we are developing to apply to everyone? Is it a strategy that we are looking for?

Louise Bouvier: We've brought this up because we have very few moose, caribou, and sheep because we have people coming from all over the Yukon hunting here. We just need to all work together; we have to get our Chief and Council to draft letters and do what Faro did and say no more hunting until our game starts coming back. I haven't seen a moose in three years. I don't know how many moose have been harvested this year, but we are in a crisis with our moose. There's not that many. We talk about other things that are important to KFN, this is in the top ten. We were taught to take what you need, not to take more, but every vehicle we saw this year had moose in it, all heading to Whitehorse. Think about it please.

Robin Bradasch: Recommend that we direct Council to engage with YG to have these discussions. YG will not go to the point where they will ban hunting. KFN will never be in a position to manage our own hunt in a more aggressive way until YG does. YG needs to take a serious look at this. I think we should say that in the motion. Getting YG to work on this, do counts, account for what is being taken. They expect it from us, at our own costs, but they won't play the game.

Christabelle Carlick: Ross River, put out communications about no hunting. I asked Josh from Ross River about their strategy and how they got YG on their side. He said YG was never on their side; they put out information in the media on their own. I thought it was a YG thing with RRDC, but it wasn't. Maybe we do the same thing. There are many families in this community that did not get a moose this fall. If it is affecting us now, what will it be like in a few years?

Alyce Johnson: Same time we look at moose population, but also need to look at invasive species. Elk push out moose, we have bison, cougar, deer. Needs to be a parallel discussion alongside hunting from outsiders.

Tosh Southwick: Remove motion. Council will come back to say how they will address the issue.

Motion removed.

Dennis Dickson: We don't see moose because of climate change. I shot a moose Sept 24, and it was still good. Weather is too warm, and they are not moving. Bulls take the cows up high above the treeline. That's why you don't see moose around. Bulls aren't moving because it's too warm. It's because of climate change.

Michael Johnson: Should there be a lottery for KFN Citizens for taking of wildlife? Would this interfere with subsistence hunting?

Robin Bradasch: We have to be super careful. As Indigenous people, we have individual rights to harvest for subsistence. Only three reasons you can stop that -public health, safety, or conservation. If YG won't agree that they will ban residential hunting, there is no way we can limit a subsistence hunt. Our agreement is clear that our hunt is the last to go. Until they have said the populations are so low, we are going to ban hunting, even at that point it's only then we would start talking about limiting our hunting. Case law is clear and applies to us as law makers too.

Resolutions Committee for 2022

Colesen Ford, Christabelle Carlick, Monique Martin, Gloria Johnson put their names forward.

Meeting Close: 4:10pm

Motions & Resolutions

Motion #01 (October 29, 2021): To accept the 2021 KFN Audited Financial Statements as presented.

Moved by: Tosh Southwick; Seconded by: Sharon Kabanak

Passed by Consensus

Motion #02 (Oct 29, 2021): To direct supports for Citizens with disabilities to help them get age-appropriate, meaningful employment, in addition to assistance with accommodations for that employment, with respect to the KFN Constitution Articles 4 and 5, that outline Citizen rights.

Moved by: Tosh Southwick; Seconded by: Alyce Johnson

Passed by Consensus

Resolution #2021-01 (October 29, 2021): Language Programming

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Moved by: Alyce Johnson

Seconded by: Shannon Walker

Passed by Consensus