



Pic Mobert First Nation

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PIC MOBERT FIRST NATION

Policy #2010-03: Policies and Guidelines for Chief and Council

Part 1: BAND PROVISIONS

1.1 PURPOSE AND TITLE

- 1.1.1 This policy is hereby enacted by the Pic Mobert First Nation Council, on behalf of the members of Pic Mobert First Nation. This document will serve and be known as the *Policies and Guidelines for Chief and Council*.
- 1.1.2 The purpose of this policy is to provide guidelines under which members of the Council perform their appointed duties in a responsible and appropriate manner. These guidelines are passed in the context of the Indian Act R.S., 1985, c. I-5.
- 1.1.3 This policy will be applied and enforced fairly, consistently and equally to all persons to whom it applies.
- 1.1.4 This policy has been passed in memory of Band Member and Elder, the late Allen Desmoulin.

1.2 APPLICABILITY

- 1.2.1 The Chief and Council are subject to all provisions of this policy unless they receive certain exemptions as agreed by a majority of Council on behalf of the members of Pic Mobert First Nation and approved by a resolution passed at a public meeting of the Band Membership.

1.3 RESPONSIBILITY

- 1.3.1 All members of Council are responsible for the maintenance of and adherence to this policy.

1.4 INTERPRETIVE PROVISION

- 1.4.1 For administrative purposes only, the Band Manager or the Senior Management Committee of the Pic Mobert First Nation may provide such interpretations of this policy as may be required from time to time and to apply those administrative interpretations unless otherwise directed by Council.

1.5 DEFINITIONS

For purposes of this policy, the following definitions are used:

"Abstain" means to refrain from voting, either for or against a motion.

"BCR" means Band Council Resolution.

"Council" means elected Chief and elected Councillors.

"Entity" means any Pic Mobert First Nation company.

"Band Manager" means any employee or contractor who reports directly to Council; or their designated alternate.

"Manager" means an employee or contractor of the Band who reports to the Band Manager, the Board of Directors, or Chief and Council.

"Senior Management Committee" means a Committee consisting of the Senior Managers of the Pic Mobert First Nation and Chaired by a Councillor appointed by way of a Band Council Resolution.

"Band Member" is a person recognized by Pic Mobert First Nation as being a member of the Pic Mobert First Nation.

"Official" means any person appointed in an official capacity by Council who also reports to Council.

"Special Meeting" is one that is called to address issues that cannot wait until the next regular scheduled meeting.

1.6 AMENDMENTS

1.6.1 Council, from time to time, can recommend amendments to this policy. Amendments must be approved by a quorum of Council (by way of a BCR) and by the Community (by way of a motion from the floor at a Community meeting).

1.6.2 Council shall review and report to the Band Membership on the effectiveness and implementation of this Policy on a minimum annual basis.

Part 2: COUNCIL

2.1 COMPOSITION OF THE COUNCIL

2.1.1 The Council of Pic Mobert First Nation consists of one elected Chief and 8 elected Councillors.

2.1.2 The functions of Council are to oversee and direct, through the Band Manager and/or the Senior Management Committee, the following activities:

- Education
- Finance, Administration and Personnel
- Intergovernmental Affairs
- Public Works
- Housing

- Culture and Heritage
- Social Development
- Elders
- Youth
- Economic & Community Development, including businesses
- Health and Healing
- Justice
- Off Reserve interests of Band members
- Lands & Resources Management

Councillors may be assigned to a specific portfolio by the Chief or Council.

2.2 DUTIES AND OBLIGATIONS OF MEMBERS OF COUNCIL

2.2.1 Performance

Council Members will:

- 2.2.1.1** Perform their duties conscientiously, competently, loyally and honestly, remembering that the primary work task is to serve the Band membership to the best of their ability;
- 2.2.1.2** Ensure the integrity and dignity of Pic Moberg First Nation's local government, traditions, businesses/entities, members and staff; and,
- 2.2.1.3** As elected representatives, will protect the best interests of the Band in their performance of their duties at all times.

2.2.2 Loyalty

- 2.2.2.1** All Chief and Councillors must be loyal to the collective interests of all Band members. This loyalty supersedes:
 - a. Any advocacy or special interest group and membership on other Boards.
 - b. The personal interests of any Council member acting as an individual user of the Pic Moberg First Nation and other government's programs and services.

2.2.3 Conduct of Meetings

Council will:

- 2.2.3.1** Convene all meeting of Council in accordance with established procedures, which are:
 - a. That all members of Council are provided with at least 5 business day's notice of regular Council meetings; and that an agenda and accompanying materials be provided within 3 days of a regularly scheduled meeting; and,
 - b. That for Special Meetings that are required due to emergencies and other urgent or time sensitive matters, no notice is required provided that all members of Council are made aware of the meeting prior to its convening and that a quorum is agreeable that an unscheduled meeting is required. (At such a meeting, there would be only the emergency or urgent item(s) on the agenda. The minutes from the previous meeting and other non-emergency items must be deferred to a regular meeting of Chief and Council.)
- 2.2.3.2** Hold scheduled meetings at a minimum of one council meeting per calendar month.
- 2.2.3.3** Convene meetings with the Membership at least two times per fiscal year.
- 2.2.3.4** Convene an Annual General Assembly once per year. The annual audit will normally be presented at the Annual General Assembly.
- 2.2.3.5** Ensure that all relevant information important to the prosperity or detriment of the Band be made known to Council in a timely manner;
- 2.2.3.6** Be present, either physically or by teleconference, at all meetings, unless there are compelling reasons why a member cannot attend. It is the responsibility of Councillors to actively participate in meetings of the Band Council. Absences may be subject to the application of Section 2.10.
- 2.2.3.7** According to the Indian Act, a member of Council shall be deemed to have given up their position on Council if absent from three consecutive regularly scheduled meetings within a one year period of the Council unless the absence is due to illness or with the leave of Council.
- 2.2.3.8** Provide quorum with five (5) members of Council at a properly constituted meeting which allows for normal operation of business.

- 2.2.3.9** The Chief has the right to vote on any motion of Council;
- 2.2.3.10** The Chief shall be the Chairperson of all Council meetings. The Chief may delegate this role to a member of Council or another person if agreed to by a quorum of Council.
- 2.2.3.11** Encourage Pic Mobert First Nation members' participation by opening Council meetings to Band members. Council shall only exclude Band members for improper conduct or for those matters of privacy or confidentiality. Council may allow time during their meeting to address public concerns. If so, it is appropriate that community members contact Council beforehand to be placed on the agenda and to make known the generality of their presentation.
- 2.2.3.12** Ensure that minutes are:
- a. Reviewed for accuracy;
 - b. Approved and signed by a quorum of Council;
- 2.2.3.13** Assure that any Band member may, at all reasonable times, inspect the minutes of Council meetings that have been approved by Council, the bylaws and resolutions passed by Council, and the financial statements of the Band and its entities. Access to these records will be maintained by the Band Manager.

2.2.4 Role of Council

The role of Council is to:

- 2.2.4.1** Act as the political representative and spokesperson of the Band, leaving the Band Manager, Senior Management Committee or Band entities to manage the administration of Pic Mobert First Nation and its businesses separate from politics;
- 2.2.4.2** Establish and appoint representatives to internal and external Boards and Committees;
- 2.2.4.3** Provide the Band and it's entities' Board of Directors with direction and advice;

- 2.2.4.4** Initiate, contribute to the development of, review, adjust, and approve strategic plans, goals, objectives and budgets of the administration and the Band entities.
- 2.2.4.5** Delegate signing authority by way of BCR, for items such as, but not limited to, permits, contracts, bank transactions, Memorandums of Understanding, Protocols, on behalf of the Band and Band entities as long as the documents are consistent with decisions of Council and permitted by applicable legislation;
- 2.2.4.6** Become familiar with and abide by all governing documents, agreements, organizations, programs, and operations of the Band and Council;
- 2.2.4.7** Discuss, amend and approve policies and regulations designed to improve the governance, finances, security, comfort and development of the Band, its businesses, and its members.
- 2.2.4.8** Ensure that the Band and its entities are operating in a legal, ethical, moral and safe manner;
- 2.2.4.9** Appoint a Band Manager and/or a Senior Management Committee to manage the daily business affairs of the Band.
- 2.2.4.10** Appoint Boards of Directors for Pic Mobert First Nation entities.
- 2.2.4.11** Be responsible for ensuring that appointed officials who report directly to Council perform their duties in the best interests of the Band, and provide direction, and if not, take corrective action.
- 2.2.4.12** Council members shall prepare a quarterly written report, to present at a scheduled monthly Council meeting, on a quarterly basis. Said report may also be distributed to the membership through a newsletter or the website.

2.2.5 Conduct of Council

Council members will not exercise individual authority over the organization except as explicitly set forth by Council. Therefore,

2.2.5.1

- a. The Council will not undermine the authority of Band Manager, the Senior Management Committee or other Band officials and staff;
- b. Issues regarding the Band Manager, the Senior Management Committee, officials, or staff that may arise will be dealt with in

camera at regular or Special Council meetings and not in a public forum;

- c. The Council will not interfere with any Band entity's day to day operations unless so requested by the Band Manager, the Senior Management Committee or Board of Directors with notification to Council or as provided for in the constituting or governing documents for entities;
- d. The Council will not commit the Band entities to a course of action without the knowledge and input of the responsible Band Manager, Senior Management Committee or the respective Board of Directors;
- e. The Council will not instruct the Band Manager, the Senior Management Committee or Board of Directors to perform any activity which is illegal, immoral, unethical or dangerous; and,
- f. The Council will not harass the Band Manager, the Senior Management Committee, Band entity(ies) manager(s), or the staff of the Pic Mobert First Nation or its entities.

2.2.5.2 Except for the authority granted to the Chief, Councillors must recognize that they have no authority to interact with the public, the media and entities, unless the Chief has given prior permission for doing so.

2.2.5.3 Members of Council are required to set an example in public and private of good conduct, citizenship and brotherhood within the community in a manner that will bring credit to themselves, Pic Mobert First Nation, its Entities and the Band Membership.

2.2.5.4 Council members will attend all Council and Membership meetings where at least 48 (forty eight) hour's notice of a meeting has been given, unless there is a justifiable reason for their absence acceptable to a quorum of Council.

2.2.5.5 Council has a primary responsibility to be reasonably accessible to the members of Pic Mobert First Nation.

2.2.5.6 Council members will not wilfully misrepresent the Band.

2.2.5.7 If a Council member has a concern with Council or a member of Council, he/she will bring the concern first to a meeting of Council where the concern will be dealt with in an open meeting or in camera as decided by the other members of Council.

2.2.5.8 After deciding on a course of action, all Council members should act as one in their presentation of issues to the public, and will refrain from publicly criticizing other members of Council.

2.2.6 Conflict of Interest

Members of Council must avoid any conflict of interest or appearance of Conflict of Interest with respect to their responsibilities. Therefore,

- 2.2.6.1** For the governance of conflicts of interest and unless otherwise provided for in this policy:
- a. A Councillor will disclose in writing or verbally to the Council any interest, direct or indirect that he or she may have in any matter before Council and entities, if such could, in any way, influence the decision making process.
 - b. After disclosure, the said Council member will not take any part in discussions or vote on the matter, and will be asked to leave the meeting for the duration of the discussions and/or voting.
 - c. Such interests must be disclosed to and entered into the minutes of Council.
 - d. Where a Council member seeks a decision from Council in his or her personal capacity with respect to his or her personal interests, the Council member must:
 - i. Follow the procedures set out for Band members who make requests of Council; and
 - ii. Not take part in the decision pursuant to his or her request as set out in Section 2.2.6.1 (b).
- 2.2.6.2** The Chief and Councillors may not be employed by the Band as a Band Manager.
- 2.2.6.3** Council members will disclose any personal fees, significant gifts, or other tangibles offered in reward by third parties for duties performed through their Council positions and will direct that these benefits be awarded to the Band as a whole. (Exceptions are made for minor items.) Council may agree to assign the benefit to the Council member.
- 2.2.6.4** Council members will refuse acceptance of an additional office or position outside the Pic Moberg First Nation if the position would cause a conflict of interest for the Council member or if the position is with an organization that competes with or conflicts with the goals or operations of the Pic Moberg First Nation.
- 2.2.6.5** Council members are prohibited from personal gain or distribution of confidential or privileged information obtained by virtue of their position on the Council.

- 2.2.6.6** Every Council member will keep the minutes, records or proceedings of any “in camera” Council or committee meeting in confidence.

2.3 DUTIES AND OBLIGATIONS OF THE CHIEF

The Chief has the authorities, duties and obligations to:

- 2.3.1** Convene all meetings of Council in accordance with established procedures for meetings and be the Chairperson of all Council Meetings unless a Deputy Chief has been assigned, as per section 2.3.2;
- 2.3.2** Ensure that a Deputy Chief is assigned, with a BCR, through a Council meeting. The Deputy Chief will only have the authorities of the Chief should the Chief become incapacitated due to death, serious injury/illness, etc.
- 2.3.3** Become familiar with and abides by all governing documents, organizations, programs, and operations of the Band and Council;
- 2.3.4** Be the signing officer for contracts approved by Council, by way of BCR and as permitted by applicable laws and regulations.
- 2.3.5** Act as the official spokesperson or representative at ceremonial or other functions; or delegate this responsibility as required.
- 2.3.6** Speak for and express the opinions of the Band and its entities at public meetings or with the media.
- 2.3.7** Call special meetings of the Council to discuss important business that cannot wait until the next regular Council meeting.
- 2.3.8** Appoint individual Councillors to specific portfolio assignments which may include programs, issues or projects.
- 2.3.9** Make decisions, subject to approval by Council on a timely basis, in accordance with Council policies, on the governance process and the relationships between the Council and the Band Manager and/or the Senior Management Committee. Approval should ordinarily take place at the next regular scheduled Council meeting.
- 2.3.10** The Chief shall coach the Council to be an effective team by:
- Encouraging the Council to respect other members of Council;
 - Ensuring that Council fulfil their duties;
 - Directing the Council to focus on the short and long-term needs of the membership, the Band and its Entities;
 - Providing Councillors with opportunities for self-development;
 - Working and assisting those Councillors who may be experiencing difficulties in their Council duties; and,
 - Acting in a supervisory capacity to all Council activities.
- 2.3.11** The Chief is the ex-officio member of all Band Committees and Boards.
- 2.3.12** The position of Chief shall be deemed full-time.

2.4 TRANSITION OF COUNCIL

To assure a smooth transition between Councils after election, there will be a two week period following an election during which an orderly transition of power shall be carried out. During the transition period, the outgoing Council shall remain as the governing body, but shall not make any substantive decisions that shall be binding on the incoming Council.

During this transition period between the Band election and the assuming of office by the newly elected council, the retiring Council will meet formally with the newly elected Council in the presence of the auditor, Manager of Finance and Administration, the Band Manager and the Senior Management Committee, and provide the following information:

2.4.1 Summary of financial status of all Band operated programs, projects and accounts to include:

- a. Up to date balance sheets, income statements, and budgets for all programs and projects;
- b. An explanation of surpluses, deficits, and other relevant information regarding each department;
- c. A list of any commitments the previous Council has made on future funding or expenditures;
- d. An explanation of ongoing capital programs, planned projects and initiatives;
- e. An update on all the activities relating to the Pic Moberg First Nation;
- f. Transfer all Band property including files, passwords, equipment, vehicles and other assets from the outgoing Council to the new Council;
- g. Provide knowledge of all required signing authority changes that are necessary, i.e.: bank signing authorities, government signing authority, etc.

2.4.2 A written report by outgoing Council will be provided to the incoming Council and posted for Band members. This report will contain a summary of all of the above information.

2.4.3 During the transition period, the incoming Council shall participate in other Council orientation and training activities on Council roles, responsibilities and accountabilities, this Policy and other subject matter that will prepare them to carry out their duties in an informed and responsible manner.

2.5 QUORUM OF COUNCIL

2.5.1 A quorum Council will be five (5) members in good standing, either present at a meeting in person or by teleconference.

2.6 PROCEDURES OF COUNCIL MEETINGS

- 2.6.1** The agenda will be prepared by the Chief with assistance from the Band Manager or the Senior Management Committee, and will proceed only with the consent of Council.
- 2.6.2** There must be a quorum of Council members to have a meeting in which there are decisions made. If there is not a quorum, the meeting may proceed for discussion and information purposes only, but there can be no decisions.
- 2.6.3** All matters on the agenda will be subject to open discussion. The Chief may set a time limit for discussion on any item before the Council and call for a vote.
- 2.6.4** Decisions of Council are by a majority vote after a matter has been moved and seconded. At the discretion of the Chair, a vote may be called by voice, show of hands or secret ballot.
- 2.6.5** A member of Council may abstain from voting, but he or she must give reasons for abstaining and these shall be recorded in the official minutes of the meeting.

2.7 MINUTES OF COUNCIL MEETINGS

- 2.7.1** The Band Manager and/or Senior Management Committee will ensure that minutes are kept for all Council meetings.
- 2.7.2** The minutes of Council with amendments, if any, shall be approved by a quorum and signed by the Chairperson during its next regular meeting.
- 2.7.3** Some items discussed at the Council Meetings will be of highly sensitive and confidential nature and should be confidential. The public minutes will indicate *in camera*, with the in camera notes kept in a safe place for future reference. A note taker will be appointed who will keep the *in camera* notes in a confidential and secure place. The notes shall include the discussion topic and the decision made. [*Examples of in camera topics include disciplinary actions, sensitive business negotiations, or discussions regarding pending or current legal actions.*]
- 2.7.4** An attendance list and the approved minutes of Council Meetings will be made available to Pic Mobert First Nation Membership by posting in the Band Administration Office and the official website, www.picmobert.ca, or upon request, and will be available at Pic Mobert First Nation offices and other Council approved venues.

2.8 ACCESS TO MEETINGS OF COUNCIL

2.8.1 At the discretion of Council, all meetings of Council will be open to the peaceful observation by Pic Moberg First Nation Members, unless a quorum of Council determines that a particular matter must be conducted *in camera*.

2.9 PROPERTY OF COUNCIL

2.9.1 All members of Council are entitled to use documents, papers, supplies (etc.) provided to them by the Pic Moberg First Nation Administration and its entities for intended purposes only. Personal use is prohibited. All documents, papers, and supplies (etc.) remain the property of Pic Moberg First Nation.

2.10 PENALTIES FOR COUNCIL

All Council members must carry out their duties in good faith with a reasonable degree of diligence, care, accountability, transparency and skill. If a Council member is deemed to be negligent in carrying out his/her duties, the remaining Council members have the right to enforce its applicable policies.

2.10.1 Members of Council who commit any violation of the Council Policies and Guidelines may be subject to a penalty imposed by a decision of Council. In such circumstances, the following guidelines will be followed:

- a. The Council will raise the concerns with the Council member;
- b. Continued offense will result in a motion of censure being brought by Council;
- c. If there is no change in the behaviour of the Council member or if there are circumstances of an extreme nature, the Council member will be denied access to Council.

2.10.2 Any decision of Council under Section 2.10.1 must be reported to Pic Moberg First Nation Membership as soon as reasonably possible.

2.10.3 Members of Council will forfeit \$250 for each missed meeting (regular scheduled meeting, special meeting, community meeting and all other meetings where Council are expected to attend) when there has been at least forty eight hour's notice unless the Council Member notifies the Council secretary with an acceptable reason for absence; reasons are to be determined reasonable by a quorum of Council. Any Council Member is responsible to let Council know that they will be unable to attend the meeting no later than thirty minutes before the scheduled meeting start time. At the meeting where a Council member is absent without explanation, Council will direct the Manager of Finance and Administration to apply the forfeit of monies.

2.10.4 If a Council Member feels that an imposed penalty is unjust, they may appeal to Council at the next regular scheduled meeting.

Part 3: REMUNERATION AND BENEFITS OF COUNCIL

- 3.1** All members of Council will be entitled to receive remuneration at a rate approved at a meeting of Council.
- 3.2** Council is entitled to be reimbursed for costs related to travel, meals, accommodations, childcare, etc., while on Council business; all costs must be accompanied by a signed expense claim and receipts as per the applicable policies. As per other Pic Mobert First Nation Policies, any travel advances must be paid back in full to Pic Mobert First Nation if the Council Member did not attend the meeting.
- 3.3** There are no provisions for overtime compensation. Council is expected to fulfil their obligations and responsibilities for no additional compensation beyond that of honourarium.
- 3.4** From time to time, Council may be provided with opportunities to participate in employment-type benefit programs.

Part Four: APPEALS AND REDRESS

- 4.1 Any Band Member may appeal a decision of the Council, the Band Administration and Program Managers.
- 4.2 Upon receipt of an appeal request, the Council shall form an Appeals and Redress Committee that shall act under the authority of Council to respond to and rule on appeals of decisions and matters of redress. The Committee shall consist of a member of Council, an Elder, and a Band Member at large.
- 4.3 A person who has a complaint may seek the confidential advice of the Chief, the Band Manager or the Chair of the Senior Management Committee in an attempt to clarify his or her concerns and to understand his or her options.
- 4.4 All information regarding a complaint shall be kept confidential.
- 4.5 It is in the best interests of all parties where these types of concerns are raised to seek resolution as early as possible. A person who feels he or she has a complaint under this Policy should, where possible, discuss the concerns with the person whose action gave rise to the complaint.
- 4.6 If the complainant is not able to resolve his or her concern after speaking with any of the persons referenced herein, the complainant may file in writing a formal complaint to the Pic Mobert First Nation Council.

- 4.7 Written complaints must be submitted to the Chief within 30 days of the action or decision in question, either in person or by mail, at the Pic Mobert First Nation Band Office.
- 4.8 Upon receipt of a written complaint, the Council shall appoint and refer the matter to an Appeals & Redress Committee. The Committee may request clarification of circumstances of the decision or action which led to the complaint and any supporting documentation. They must also speak to the person(s) involved with the complaint, if applicable. The Committee may also seek resolution of the matter at this time so long as this resolution is consistent with the policies and laws of the Pic Mobert First Nation.
- 4.9 If the complaint cannot be resolved, the Committee shall arrange a hearing within five (5) business days to hear the complaint. Depending on the matter at hand, this meeting may be open to the Band Membership or may be held *in camera*.
- 4.10 The hearing shall conduct the process as follows:
- (a) Council's consideration and treatment of the process shall be guided by the seven teachings - Honesty, Humility, Respect, Love, Bravery, Truth and Wisdom;
 - (b) the proceedings should be informal and in a manner conducive to a reconciliation of the dispute;
 - (c) the Committee Chairperson shall arrange to have a brief ceremony to set the proper atmosphere in the proceeding;
 - (d) the complainant shall be given a chance to explain his or her complaint in his or her own words;
 - (e) the respondent shall be given an opportunity to explain his or her decision or action;
 - (f) the Committee may convene *in camera* to render a decision on the matter at the meeting, or adjourn the meeting to consider the matter;
 - (g) the Committee's decision shall be announced to the Council, the complainant and the respondent as soon as possible after the hearing and no later than ten (10) business days. The decision is final.
- 4.11 The Council may provide redress as follows:
- (a) by overturning or modifying the decision or action that gave rise to the complaint and ordering that other remedies be carried out;
 - (b) if applicable, formally apologizing to the complainant or directing that the person whose action or conduct gave rise to the complaint apologize to the complainant;
 - (c) restore the complainant to the position he or she would have been in if the decision under question had not occurred;
 - (d) recommend counselling, training, or education;
 - (e) where a complaint involves an employee of Pic Mobert First Nation, any discipline action must follow the Pic Mobert First Nation Personnel Policy.
 - (f) where the decision involves a policy or by-law of the Pic Mobert First Nation, direct that the policy or by-law be reviewed and potentially amended as may be required and according to the procedures that apply to review and amendment.
- 4.12 If a resolution acceptable to both parties is achieved, a resolution report will be completed and signed by the complainant and the respondent outlining the circumstances giving rise to the complaint, the investigation process, and the resolution achieved. Copies of the report will be given to the complainant, respondent and the Band Manager to keep on file. The matter will proceed no further.

Part Five: OATH OF OFFICE

5,1 All members of Council will take an *Oath of Office* within two months of winning an election or after an unsuccessful appeal of the election results. The Oath of Office is as follows:

OATH OF OFFICE For COUNCILLORS

I, _____, do hereby swear that as newly elected Councillor of Pic Mobert First Nation, I will do my utmost to carry out the duties of my position conscientiously, loyally, and honestly; remembering that my primary duty is to serve the membership of the Band as a whole and to treat all members equally regardless of name or ancestry.

I accept my position as Councillor and agree to uphold the dignity and pride of Pic Mobert First Nation throughout my term of office.

This Oath made this _____ day of _____ 20__ at _____.

Signed Witnessed
Name Name

Part Six: COMING INTO FORCE WITH THIS POLICY

6,1 This policy was passed during a duly convened meeting of the Council held on July 18, 2010.

Each Councillor will indicate a commitment to following this policy.

AGREEMENT TO THE COUNCIL POLICY AND GUIDELINES

As Chief/Councillor for the Pic Mobert First Nation, I agree to be bound by the provisions and spirit of this policy.

Chief Johanna Desmoulin _____
Councillor Christopher Bananish _____
Councillor Jeff Desmoulin _____
Councillor John Kwissiwa _____
Councillor James Kwissiwa _____
Councillor Thurston Kwissiwa _____
Councillor Wayne Sabourin _____
Councillor Stan Sabourin _____
Councillor Howard Twance _____

- 6.2 This policy shall be presented to the Band Membership at a community meeting within 30 days of its passing by the Council. At this meeting, the Council will request a motion from the floor to approve the policy.
- 6.3 This policy shall be posted in the Band Administration Office and the First Nation website (www.picmobert.ca), and made available to any Band members who request it.

Approved: July 18, 2010